




CEQUIN


A SPACE OF HER OWN

© CEQUIN 2023


Centre for Equity and Inclusion
18, Kotla Lane, Rouse Avenue
ITO, New Delhi 110 002
Phone +91 4508 7107 / 4367 0317
www.cequinindia.org
Email: contact@cequinindia.org

Cover photo: Sushanta Dhal

 CequinIndia

 cequinindia

 CEQUIN 2009

 cequinindia

Designed by:
ISHTIHAAR
+91 98100 18857 | info@ishtihaar.com

CONTENTS

4

About
CEQUIN

5

Foreword

6

Acknowledgements

8

CEQUIN
Team



9

CEQUIN's
Working Model



10

Flagship
Programmes



15

CEQUIN
Projects 22-23



16

Our
Interventions



21

Building Women's
Leadership



24

Engaging
Men and Boys



26

Empowering
Communities



30

Engendering
Institutions



33

Highlights
of the Year

34

Our
Impact

36

Resources
Developed

39

Reflections
from 2022-23

41

Testimonials

42

Media

43

Financial
Reports

About CEQUIN

VISION

A world where gender equality is the norm, individuals can reach their potential, and gender relations are based on respect, nurturing, and peace.

GOAL

To create gender equitable communities which promote equal rights of women and adolescent girls to lead a life of dignity, develop their capabilities, exercise their choices, have ownership and control of resources, participate and be included in decision making.

THE PROBLEM

A recent study by Lancet Regional Health, Southeast Asia, 2023 warns that India will not meet its targets on SDG-5, Gender Equality by as late as 2090, and for nearly 1/3rd districts this goal will never be met in the foreseeable future. This paints a grim picture of the post pandemic world, where violence against women and girls remains high; health, climate and humanitarian crises have exacerbated risks, making them more vulnerable than ever before. Their representation in the workforce, in positions of power and roles in decision-making, remain below parity. Our experience reveals that adolescent girls have had to navigate an overwhelming series of challenges upon their most fundamental psycho-emotional needs, educational rights, sexual and reproductive health services, leading to devastating consequences. Several studies reveal that there is a continued likelihood of school drop outs amongst

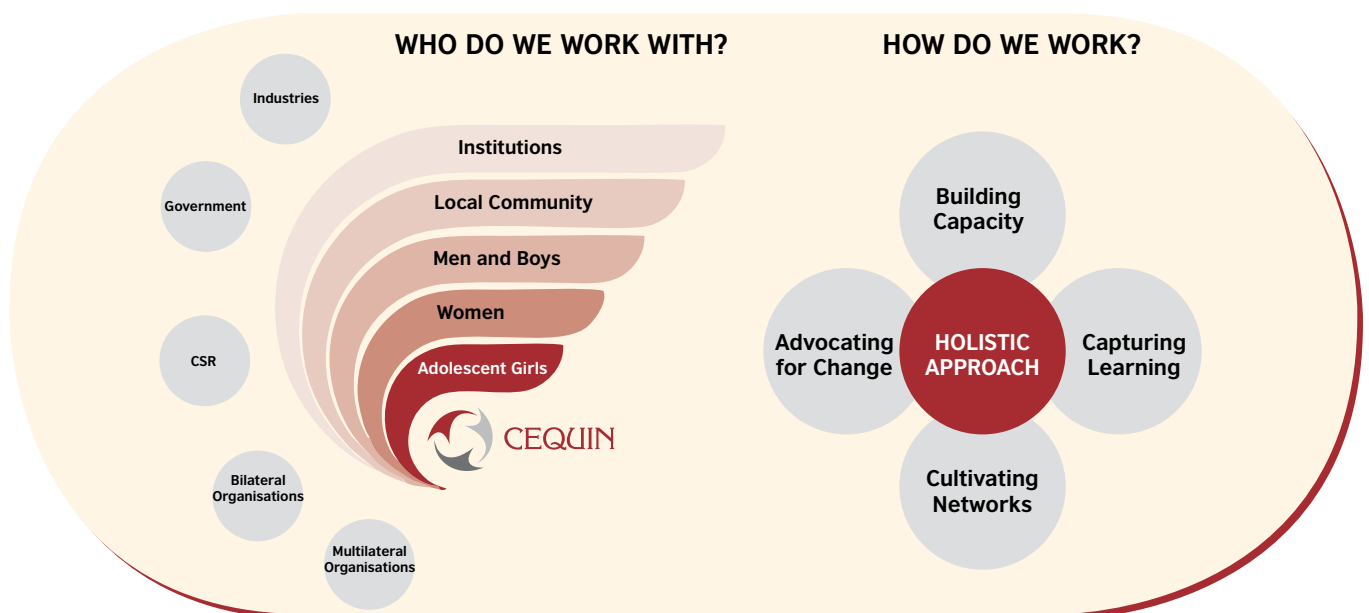
girls, instances of child marriage and gender-based violence within homes. As girls stand at the threshold of adulthood they need and deserve resources and support to overcome the barriers that hold them back and that will help unlock their potential to lead full lives.

THE APPROACH

- Build capacities of Adolescents, Youth, Women and vulnerable communities using an experiential methodology
- Strengthen community development model of gender equity by partnering with diverse local stakeholders
- Synergize civil society efforts with those of government for maximum impact
- Create a feminist approach which seeks out active engagement of men and boys
- Amplify voices of adolescents, youth and women through research, advocacy & policy interventions, engendering institutions and public spaces
- Collaborate & cultivate networks with ecosystem stakeholders to innovate for scale

OUR THEMATIC AREAS

- Addressing Violence Against Women and Girls
- Building Leadership and Agency
- Promoting Quality Education
- Developing Employability and Financial Independence
- Enhancing Health and Well-being



Foreword

The two years of the pandemic put us all on a test for survival. So many institutions have folded up their operations, posed with challenges in accessing resources and restrictions on delivery. At CEQUIN, we learnt to be responsive to change and have the agility to adapt. This resilience was driven by the conviction that the problem CEQUIN has set out to address, i.e. gender inequality, is critical, challenging, but solvable. The impact of our work, that we have been measuring on the ground, inspired us not to give up, but to keep doing what we do, but in smarter, sharper ways.

The World Economic Forum's Gender Gap Report ranked India at 135 out of 146 countries. India is not likely to achieve SDG -5 before 2090 (2023 Lancet Regional Health - Southeast Asia). Internationally too, gender parity remains a challenge, with UN reports projecting 286 more years for gender-based discrimination to be eradicated globally, unless there is greater commitment to address the issue.

One of the areas India had done reasonably well in, is girls' education, as a positive impact of the Right to Education Act and Beti Bachao Beti Padhao initiative. However, the pandemic has disrupted this. The gender digital gap, cultural practices of early marriage, and so on, would most likely have had a detrimental impact on the number of girls retained in education. According to the former head of Niti Ayaog, Amitabh Kant, "We fear the drop out of 2.4 crore girls as a result of the pandemic." (*Indian Express*, August 2021). UN reports suggested spurt in early and child marriages, where approximately - one in three of the world's child brides live in India. And even with a doubling of progress, 1 in 10 young women will have married in childhood in 2030.

Post pandemic, we are back in the midst of our communities, reviving our collectives and reclaiming the playgrounds. We have built upon learnings such as leveraging technologies, and the focus has been on evaluation and consolidation of the CEQUIN model, while locating CEQUIN's work in the larger scheme of things.

In November 2022, we participated in an intense 3-day multi stakeholder national level conclave organised by UN Women to deliberate on 'what works for prevention of violence against women in India'. Key takeaways for us was that, CEQUIN's work has been cutting edge, strategic and in alignment with the UN's RESPECT framework for GBV prevention. Intersectionality, and a holistic approach to GBV, that prioritises prevention, has been our approach since 2009.

Some of the highlights of this year have been the initiation of new partnerships with Azim Premji Philanthropic Initiatives and Anu Agha Family Discretionary Trust. We have been able to expand our work in Alwar, Rajasthan. Simultaneously, we have consolidated our work with old trusted partners namely MCKST and Roop Automobiles in Delhi and Haryana. We have worked closely with TAP India Foundation to address the critical challenge of getting girls back into schools in Nuh. Our partnership with Laureus Sports for Good City in Seemapuri has reached a mature phase, wherein we are looking towards sustainability.

Within the organisation, CEQUIN has evolved significantly, with induction of new team members and inflow of fresh new ideas. There is a concerted effort towards building capacities of state teams and devolution of decision-making powers to local teams. As we prepare for our 15 year milestone next year, we are ready to confidently take the lead for driving change at a much faster pace, bringing more and more partners together.



Sara Abdullah Pilot
Chairperson and Co-founder CEQUIN

Lora Krishnamurthi Prabhu
Co-founder and Managing Director CEQUIN

Acknowledgements

FUNDING ORGANIZATIONS

Anu Aga Family Discretionary Trust
Azim Premji Philanthropies Initiatives Pvt Ltd
Laureus Sports for Good Foundation (Partnered with Jai Jawan Jai Kisan Trust)
Leading Purpose Campaigns (India) Pvt Ltd
Master Choa Kok Sui Trust Fund (MCKS Trust)
Towards a Progressive (TAP) India Foundation
Roop Automotives Ltd

INDIVIDUAL DONORS

Gautam Sarkar
David Shaw

JAI JAWAN JAI KISAN TRUST

A. Michael
Arjun Kumar
Gyan Chand Sharma - Trustee
Rama Pilot - Chairperson
Ramesh Kaul - Hon. Secretary

ADVISORY BOARD MEMBERS

Farah Naqvi, Mimi Choudhury, Nidhi Jalan, Rahul Bose, Dr. Rukmini Sen, Shubranshu Singh

INDIVIDUALS

Aakash Narula (Football Delhi), Akash Shukla, Ajay Kumar IAS (District Commissioner, Nuh), Renu Sogan IAS (Additional District Commissioner)
Barry O'Farrell (High Commissioner, Australian High Commission), Dr. Rashmi Singh (Director, DWCD), Dr. Rukmini Sen (Ambedkar University), Dr. Shaji Prabhakaran(AIFF), Gaurav Jain, K.A. Balasubramanian, Kanta Singh (UN Women), Meena Vidyanathan (NIITI), Poulomi Pal, R. Venkatraman, Renu Sogan (Additional Deputy Commissioner, Nuh), Madhu Jain (Protection Officer, Nuh) Anoop Jakhar (Education Officer, Nuh), Renu Yadav (Laureus), Shubjit Sahoo, Somya Bhaumik, Suheil Tandon (Pro Sport Development), Sunil Goyal, Susan Ferguson (Country Representative, UN Women), Shaona (Goal For Girls)

INSTITUTIONS

All India Football Federation (AIFF)
Aman Network
Baliga Trust Memorial
Baichung Bhutia Soccer Schools
Blessings NGO
Chetanalaya
CREA
Centre for Social Research (CSR) India
Department of Women and Child Development (DWCD), Government of India
District Education Department Nuh (Mewat)
Dhanak of Humanity
DUSIB
Eves Soccer Football Club
East Delhi Municipal Corporation (EDMC)
Empowerment for Rehabilitation Academic and Health (EFRAH)
Foot & Boot Foundation
Football Delhi
Girls Not Brides
Goals for Girls (G4G)
Growing Star Football Club
Gram Panchayat, Ghaseda, Mewat
Gram Panchayat, Gwalda, Rajasthan
Gram Panchayat, Rojka Meo, Mewat
Growing Star Club
Human Rights Law Network (HRLN)
Hans Football Club
Indo-Global Social Service Society (IGSSS)
International Research Centre for Women (ICRW)
Jagori
Janki Devi Memorial College
Jansandesh
Jayaraman & Co., Chartered Accountants
Khanna & Annadhanam, Chartered Accountants
Kutumb Foundation
MCKS Food for the Hungry Foundation
Noida Football Club
Pardarshita
Prayas
Residents Welfare Association (RWA), Seemapuri
S. Sahoo & Co, Chartered Accountants
Save the Children
Signature Football Club
She Kicks Football Academy
Shyama Prasad Mukherjee College
Slum Soccer
Royal Rangers Football Club

SPUWAC (Special Police Unit for Women and Children) Delhi
SSK South East Delhi, Govt of NCT
Sunshine NGO
Shikhar Dhawan Foundation
Sudeva Football Club
The Football Link
The Modern School
The Art of Sports
Unnati
Women Power Connect (WPC)
Youth Football Academy

MEDIA

AIR, Amar Ujala
DD News
NDTV
Punjab Kesari
Dainik Jagran
Dainik Bhaskar
Khabar Mewat
Press Trust of India
NavBharat Times
Metro India
Mewat Express News
ETV Urdu
Mewat Report

SCHOOLS, ALWAR, RAJASTHAN

Govt. Sr. Sec. School, Guwalda
GPS Gadaliya Dhani School, Guwalda

SCHOOLS, DELHI

Anglo Arabic Sr. Sec. School
Garden Public School
The Scholar School
The Modern School, Greater Noida
The World School
Holy Public School

SCHOOLS, MEWAT, HARYANA

Govt. Primary School, Ghasera
Govt. Primary School, Rozka Meo
Govt. Sr. Sec. School, Tapkan
Sagar Public School, Ghasera

STAKEHOLDERS, ALWAR, RAJASTHAN

Babita (Anganwadi worker, Guwalda), Juber Khan (Teacher), Soniya (Sarpanch, Guwalda), Veer Pal (Guwalda), Beer Singh (Head Teacher), Arpana Narwal (Principal Gulwada Sr School), Savita (Head, Ibtada NGO)



STAKEHOLDERS, DELHI

Abid Jamali (Vice President RWA), Aditi Chauhan (CEO, She Kicks Football Academy), Anjum Zaheer, Anushka Gupta (Football Delhi), Dr. Najeeb, Fatima, Gayatri (Women Power Connect) Geetanjali, Huma Begum (MCD School Management Committee), Izzatullah (Local leader), Jai Prakash (Local leader), Jyoti, Kanahya Lal (Local leader), Khalid Khursheed Anwer, Mohini Jinwal (Counselor), Mridula (Action India), Mukesh Aggarwal (Delhi Urban Shelter Improvement Board - DUSIB), Muqtar, Punit Pawar, Rajendra Pal Gautam (MLA), Rakhi, Ram Singh (School Management Committee), Rehana Habeeb, Prem (Park management), Sri Prasad (Rickshaw puller), Satish Kumar (Station House Officer- SHO), Shanti Kohli (Entrepreneur), Shubham Kapoor (AIFF), Sneha (HRLN), Dr. Sonika, Sunil Patwal (Football Coach), Tahir Sultan (Entrepreneur), Vinay Yadav (Station House Officer-SHO), Zainul Hashmi, Qazi Mohammad Miyan (The Scholar School), Saima (The Scholar School), Ms. Rakshan (Teacher, Garden Public School), Aslam (Baliga Trust Memorial), Kamla (SSK Molarband Worker), Preeti (Khizrabad Worker), Pushpa (Molarband Worker), Javed Khan, Usha (Football Delhi National Referee), Neetu (Football Delhi National Referee), Sheetal (The Football Link Coach), Jitendra (The Football Link Head Coach), Sakar Sharma (Football Delhi), Sourabh (Football Delhi), Hiteshi (Shikhar Dhawan Foundation), Reetu (Football Delhi), S.K. Singh (Football Delhi), Paritosh Sharma (Royal Rangers Football Club Head Coach), Vikrant (Growing Star Football Club Head Coach), Nagendra (Football Delhi), Arun Mishra (Hans Football Club Head Coach), Om Chibber (Eves Soccer Football Club Founder), Geetapriya (Sudeva Football Club Asst. Coach), Praveen (Foot & Boot Foundation Founder), Disha Malhotra (AIFF U-17 Girls Head Coach), Special CP SK Goutam (Special Police Unit for Women & Children), Vrinda Grover (Advocate), Ms. Gaytri (WPC), Mohd. Asif (Dhanak of Humanity), Taniya (CSR India), Nishat Hashmi (Blessings NGO), Kuldeep Singh (CDPO South-east Delhi), Parveen (Supervisor Molarband SSK), Yaqeen (Coordinator Batla House SSK), Ishrat Jahan (Batla House SSK)



STAKEHOLDERS MEWAT, HARYANA

Abdul Majeed (B.E.O), Aneesh Khan (Sagar Public School, Chairman, Ghaseda), Anoop Khakar (DEO), Antram Khatana (Journalist), Ashraf (Sarpanch), Deen Mohammed (Sarpanch), Kamlesh (Anganwadi workers), Kasim Khan (Head Master), Israil Tent House, Rajesh Dhabha, Krishna (Anganwadi worker), Omprakash (Head Master), Pushpa (Anganwadi worker), Rubi (Anganwadi worker), Soniya, Narendar Kumar (Teacher, Rozkameo), Sakir Hussain (Teacher, Ghaseda), Imran Khan (Sarpanch, Ghaseda), Zakir Khan (Ex-Panchayat member Rozkameo), Mukesh (Head teacher, Tapkan), Hamid Hussain (teacher), Omprakash and Sakil Khan (SRF NGO), Sageer (AHF NGO), Sageer Ahmed (Rotary), Oshab Naberdar (Ghaseda)

CONSULTANTS

Anjali Saini, Bhawna Khattar, Imran Khan, Karan Oberoi, Kaustab Bandyopadhyay (PRIA), Kavita, Mamta Kumari, Namrata Rajput, Sangeeta Das, Sangeeta Soni, Sanjay Kumar, Somi, Sudeshna Chatterjee, Teena, Udiksha Batra

PEER TRAINERS, EDUCATORS & COMMUNITY WORKERS

Peer Coaches - Shazia, Fatima, Mantasha, Sabia, Rani

Peer Educators - Apsina, Irfana, Kashish, Madhu, Miskina, Ruksana, Sabiya, Sanno, Sehnaz, Soniya,
Women's Collective Members - Samina, Saripan, Rekha, Salma, Ruby Pathak, Nazia
Asha Workers - Rehana, Asma, Baby Parveen, Sabroz, Fatma, Nazia Khan
Anganwadi Workers - Imrana, Afroz, Pushpa Rani, Suman, Kamla
AOC Boys Delhi - Raam, Nizam, Ziyam, Vishal, Vicky, Salamat, Ayaan, Shahban, Affan, Sonu, Rahul, Badal
AOC Boys Rajasthan - Tirath, Moin, Waseem, Saddam, Rizwan
AOC Boys Haryana - Haseen, Muzahid, Imran, Walid, Shiraz

CEQUIN STAFF

Aasma Parveen, Anjali Kumari, Bency Issac, Busra Begum, Bushra Qamar, Dhruv Singh, Dilshana, Mamta, Maria Khanam, Mohd. Yunus, Mohan Yadav, Naseem Khan, Nida Ansari, Nigar Ansari, Preeti, Rahat Parveen, Rajkumari, Rukhsana Khan, Rozi, Sameem Ahmed, Shakunat Khan, Shane Zehra, Sunil Kumar, Shabnam Khan, Shagufta, Sahil Khan, Shivangi Tripathi, Sushanta Dhal, Zibraail Khan, Zulfia Masood

We would like to express our heartfelt thanks and appreciation to all our interns and volunteers.

CEQUIN Team



Standing (L to R)

Saba, Mala, Moin Khan, Sameem Ahmed, Shakunat Khan, Busra Begum, Rajkumari, Rahat Parveen, Shane Zehra, Nigar Ansari, Amreen, Rehana, Aasma Parveen, Rozi, Saddam, Tirath, Waseem, Mohd. Yunus, Mantasha, Rifa, Amna

Middle Row (L to R)

Apsina, Shanno, Nida Ansari, Naseem Khan, Lora Krishnamurthi Prabhu, Sara Abdullah Pilot, Bency Issac, Zulfia Masood, Shazia, Rani Kumari

Sitting Front (L to R)

Irfana, Sabiya, Kashish, Shivangi Tripathi, Anjali Kumari, Sahil Khan, Preeti Kohli, Shabnam Khan, Ashu, Samiya

Absent

Sushanta Dhal, Mohd. Zibrail, Mamta



OUR MODEL

To achieve the vision of a gender equal world, our model focuses on the empowerment of adolescent girls, using football as an entry point for their holistic development. For girls to truly thrive, we must create an enabling environment for them which is owned and driven by the community themselves.

Flagship Programmes



Kickstart
equality

Football
for Girls



Target: Girls aged 8-21 years

Duration: 25 hours thematic curriculum and weekly football coaching transacted across 2 years

Topics: Gender, human rights, leadership and agency, education, lifeskills, health and nutrition, career and employability, technical football, issue based engagement

Method: In-classroom & outdoor technical football sessions in schools and community parks

Program Design: Sports Camps • Parents Meetings • Continuous Engagement Sessions • Forming Local Teams & Friendly Matches • Grassroots Football League • Community Outreach & Advocacy • Competitive participation in matches, tournaments, leagues, trials at local, state and national levels • Certification and Professional Coaching • Representing state/nationals, academies and clubs • Peer Educators and Coaches at CEQUIN.

Based on our decade long learning that sports such as football can be a game-changer for gender equity, this initiative aims to tap, nurture and unleash the sporting potential of women and girls. Through football, we endeavor to enhance their decision-making and leadership skills, ensure their retention in school, build knowledge and health seeking behaviours, aspirations towards careers, increasing mobility and social networks, and delaying their age of marriage, leading to dignified careers. Started in 2011 with a handful of girls from vulnerable communities in Jamia Nagar, Delhi, today the program has expanded to Delhi, Haryana and Rajasthan and has engaged over 2.3 lakh girls.

Supporters: AIFF, AVFC, Anu Aga Family Discretionary Trust, Azim Premji Philanthropic Initiative Pvt Ltd (APPI), BSES, British Council, Delhi Government, DAP, Hinduja Foundation, JMI, Laureus Sports for Good Foundation, MCKS Trust, Ministry of Netherlands, Roop Automotives Ltd, TAP India Foundation, UNDP, UNFPA, UNESCO.

BADHTE KADAM

Building Knowledge & Skills for Better Careers

Our in-class sessions with girls and boys focus on building life skills and aspirations towards knowledge and dignified careers, and our S4D model complements the mainstream school system to ensure retention of girls in schools. Our qualitative model on holistic education, also includes neighborhood Mohalla Paathshaalas/remedial classes and onboarding drop out and never enrolled children back into school. We also support older girls and potential coaches to become institutionally accredited and become competitive players to earn a living, as well as support them to avail scholarships for higher education. We have also led players and coaches employability & entrepreneurship programs to skill and capacitate young women with 21st century market skills. Over the

years with women and girls, we have also facilitated - vocational training and enterprise units through the Gender Resource Centre and women artisans in the Jamia Bazaar initiative to connect them to markets, adult & functional literacy and digital literacy



मर्दों वाली
बात

Mardon
Wali Baat

ENGAGING MEN AND BOYS

Target: Boys aged 8-21 years

Duration: 12 hours thematic curriculum and advocacy training transacted across 1 year

Topics: Gender, human rights, leadership, education, lifeskills, toxic masculinity, patriarchy, health, career, safety, early & forced marriage, issue based engagement

Method: In-classroom sessions & outdoor campaigns in schools and community

Program Design: Bootcamps • Continuous Engagement Sessions • Agents of Change Leadership Clubs • Gender and Safety Audits • Lead Community Outreach, Campaigns & Advocacy on issues • Engaging local stakeholders • Peer Educators and co-facilitators at CEQUIN.

Since its foundation, CEQUIN has been a pioneer in engaging men and boys to become agents of change and allies for gender equity. Started in 2009 through popular campaigns like 'Respect Women Respect Delhi' and 'Mardon Wali Baat' with the Delhi Daredevil cricket team, by 2014 it developed into a community based program. MWB aims to build a cadre of gender equity



allies and includes conducting gender sensitisation trainings and leadership workshops with men and boys in schools and communities on topics such as need to end domestic violence, sharing the workload at home, impact of patriarchy and toxic masculinity on boys, ending sexual harassment of women and girls through public service messaging, campaigns and media. Today the program has expanded to Delhi, Haryana and Rajasthan and has engaged over 10 lakh men and boys.

Supporters: Anu Aga Family Discretionary Trust, Azim Premji Philanthropic Initiative Pvt Ltd (APPI), Rohini Nilekani Philanthropies, BSES, DWCD, Delhi Government, DAP, DSP, Jindal Open Space Foundation, Laureus Sports for Good Foundation, National Mission for Empowerment of Women (NMEW), Roop Automotives Ltd, UNFPA

MAHILA PANCHAYAT & WOMEN'S COLLECTIVE



Target: Women aged 18 years and above

Duration: 20-25 hours journey based curriculum transacted across 1-2 years

Topics: Gender, human rights, leadership and agency, education, lifeskills, health (including SRHR), career and employability, laws and policies on gender, GBV, issue based engagement - entrepreneurship, functional literacy

Method: In-room & outdoor campaigns in communities

Program Design: Meetings • Trainings • Formation of Collectives • Parents Meetings • Continuous Engagement Sessions • Gender & Safety Audits • Lead Community Outreach & Advocacy like Nari Ki Chaupal • Engaging Local Stakeholders • Mahila Panchayat Members addressing GBV (resolving disputes in cases of domestic and structural violence)

The roots of this program started with CEQUIN's early

MAHILA PANCHAYAT & WOMEN'S COLLECTIVE

work in 2009 on ending violence against women and girls, enhancing mobility, safety and access to public spaces through public initiatives, policy advocacy, SHGs, CEQUIN's Gender Resource Centre and Awaaz Uthao Campaigns.

With the recognition that women can play a multiplier role in redefining gender norms in their families and in building gender equitable communities - we started the Mahila Panchayat and Women's Collectives program. Women from the community are trained and collectivized, to actively support their girls to have access to public parks, have a nutritional diet, stay in school, have the right to choose when they get married and conceive, moving towards dignified livelihoods.

These collectives play a critical role in advocating against gender based violence in the community and in supporting girls to overcome cultural and structural barriers to participate in sports and education. Many of our collectives have transformed into independent self-sustaining networks, who actively address GBV and VAWG in their community everyday, through legal mechanisms, counseling and engaging with the local police. The program runs across Delhi, Rajasthan and Haryana and over 19 lakh women have been a part of our collectives, trainings and campaigns.

Supporters: Anu Aga Family Discretionary Trust, Azim Premji Philanthropic Initiative Pvt Ltd (APPI), Delhi Government, DAP, GMR-DIAL, Hinduja Foundation, Laureus Sports for Good Foundation, MCKS Trust, Roop Automotives Ltd, UNDP, UNFPA.



SWAASTH, SURAKSHA AUR SASHAKTI

We promote health and safety for sustainable outcomes, through structured curricula (including SRHR and mental health), tracking nutrition and stamina, health camps, campaigns to build community



awareness and ensure access to public health services like water and sanitation. We also engender and adopt public parks and playgrounds, such that our communities have access to green, open and environmentally sustainable spaces. Our programs work through a preventive model to address early, forced and child marriage, early pregnancy and ensure adequate nutrition and access to health for girls and women right from an early age.

Supporters: Anu Aga Family Discretionary Trust, Azim Premji Philanthropic Initiative Pvt Ltd (APPI), Laureus Sports for Good Foundation, Roop Automotives Ltd., UN Women.

ENGENDERING COMMUNITIES AND INSTITUTIONS

Equipped with tools for advocacy and amplification; our community leaders galvanize community support on shifting patriarchal attitudes through public events, dialogues,



campaigns, showcases - and in building the buy-in of their community to invest in adolescent girls as a critical demographic dividend. Our holistic framework engages, sensitizes and builds ownership of critical stakeholders who influence girls and women across the ecosystem - like community members, field workers like Asha, Anganwadi, AWW, educational institutions, local leaders, government officials, civil society organizations, foundations, funders, think tanks, police, media and the private sector.

EMPOWERMENT OF ADOLESCENT GIRLS & WOMEN

Funder: Master Choa Kok Sui Trust Fund (MCKST)

Target Group: Women and adolescent girls and boys

Location: Delhi, Nuh in Haryana and Alwar in Rajasthan

Project Period: April 2022 - March 2023

Outreach: 251 Girls, 195 Boys, 244 Mothers, 4,718 Community



The project focused on the empowerment of adolescent girls in under-resourced communities and schools, using football as an entry point for their holistic development. Through Sports Camps and CE sessions, we built leadership & life skills, facilitated school enrolment & academic support, health seeking behaviours and knowledge for dignified careers. We created a supportive environment for girls to excel, by forming women's collectives for gender-based advocacy, engaging men and boys as allies for gender justice, and engaging local stakeholders to actively play a role to achieve gender equity. The project has enabled the creation of a sustained cadre of girls, boys and women across Delhi, Haryana and Rajasthan.

KICKSTART EQUALITY FOR MODEL CITY DELHI

Funder: Laureus Sport for Good Foundation (Supported by Jai Jawan Jai Kisan Trust)

Target Group: Adolescent girls and boys, and mothers

Location: New Seemapuri, Delhi

Project Period: June 2021 - July 2022

Outreach: 551 Girls, 510 Boys, 80 Mothers, 15,000 Community Members, 31 Stakeholders



Started in 2019, the project has been run by a coalition of grassroots partners under the 'Model City Delhi' initiative. We continued to build girls' leadership through football, engaged peer boys, mothers and stakeholders. We amplified our message of gender equity – through a Grassroots League Football Tournament for girls, Agents of Change (AOC) – boys leadership clubs leading gender audits, roadshows and youth summits, and empowered the mothers group to lead safety audits and hold public hearings through 'Nari ki Chaupal' to engage the community on issues of GBV and safety in public spaces. A public ground in Seemapuri was identified, adopted from EDMC and developed by CEQUIN. Based on the vision for a 'Safe and Equal Seemapuri', we focussed on 1) Institutional Partnerships through TOTs & capacity building of the local team; and 2) Impact assessment - publishing an Impact Study on the project by Niti Consulting.

NO CHILD OUT-OF-SCHOOL (NCOOS)

Funder: Towards a Progressive (TAP) India Foundation

Target Group: Out of School Students (OOSC)

Location: Nuh, Haryana (Rehna, Tapkan, Ghaseda & Rozkameo villages)

Project Period: April 2022 - March 2023

Outreach: OOSC Identified - 974, Enrolled - 628, Enrolled-Not-Attending Regularised -70 %

With a vision to provide equitable education opportunities to children from marginalized communities, the





project aimed at mainstreaming out of school children of 7-14 years back into government and private schools and address the low levels of literacy in Haryana. A coalition of community partners - TAP India, CEQUIN, Spectra, AHF, Kayantar, Spherule, together worked in mission mode to identify those children who have never been enrolled or have dropped out of school; facilitate their enrollment into schools and regularize the attendance of those who have been enrolled but are irregular. Mentoring of students and grade readiness was carried out through Mohalla Paathshalas. We also built strategic partnerships with the District Administration office in Nuh (DC, ADC, DEO, BEO and other district level officials) to advocate at the district level.

GENDER EQUALITY THROUGH ADOLESCENT SENSITIZATION AND EMPOWERMENT

Funder: Roop Automotives Pvt. Ltd.

Target Group: Adolescent girls and boys

Location: Rozka Meo Village, Nuh, Haryana

Project Period: February 2023–March 2024 (ongoing)

Outreach: 236 Girls, 101 Boys, 121 Women, 2500 Community, 40 Stakeholders



The project aims to galvanize sports as a tool to build girls' leadership, enhance their employability skills and health, improve their education and ensure their retention in school; thereby delaying their age of marriage. In order to create an empowering environment, we engaged, capacitated and collectivized parents and peer boys in the community through gender sensitisation and leadership, to become advocates and allies for gender equity and support adolescent girls. The project was launched with a large-scale outreach program and a launch event in March 2023 to celebrate IWD.

KICKSTART EQUALITY - SPORTS FOR ADOLESCENT GIRL EMPOWERMENT

Funder: Anu Aga Family Discretionary Trust

Target Group: Adolescent girls and boys

Location: Delhi and Nuh, Haryana

Project Period: Dec 2022 - Nov 2023 (ongoing)

Outreach: 236 Girls, 101 Boys, 121 Women, 2500 Community, 40 Stakeholders



The project built girls' leadership through football to ensure improved outcomes in their academics, health, mobility, decision making and social networks. The boys of the peer group were engaged through the Mardon Wali Baat campaign, to create Agents of Change (AOC). Mother's of these adolescents, and other women in the community; were collectivized and trained to conduct local gender audits and advocate for change within their communities. Outreach was maximized via the institutional partnership with SSKs (units of ICDS program of DWCD of Delhi government) in the south east district and in schools of Old Delhi. We also commissioned PRIA (Participatory Research in Asia) to conduct a midline impact assessment of the ongoing program in Mewat, Haryana

KICKSTART EQUALITY: BRIDGING THE GENDER GAP

Funder: Azim Premji Philanthropic Initiatives

Target Group: Adolescent Girls, Adolescent Boys, Women - Mothers

Location: Delhi; Nuh, Haryana & Alwar in Rajasthan

Project Period: February 2023 onwards (ongoing)



The project intends to use football as a tool to engage adolescent girls, so that they are retained in education, while simultaneously delaying their age of marriage and building critical skill sets for future employment. An enabling environment will be created, by working closely with mothers, peer group boys to redefine masculinity, local community, stakeholders and institutions. The project was launched in February 2023 and provides critical support in strengthening our projects in Alwar, Rajasthan.

IOM CAMPAIGN COVID VACCINATION FOR MIGRANTS

Funder: Leading Purpose Campaigns (India) Pvt Ltd

Target Group: Community

Location: Delhi

Project Period: May - July 2022

Outreach: 62,382 Community, 55,997, virtual outreach, 30 community WhatsApp groups



The pandemic had created an alarming situation for the migrant population - domestic helpers, construction workers, other daily wage laborers and local lenders;

who were on the verge of starvation. While at the height of the lockdown providing emergency relief was a priority; information dissemination and awareness generation on the medical crisis and adoption of public safety measures was critical even in 2022. This project aimed at addressing myths around Covid-19 and building awareness regarding the importance of vaccination and public health measures amongst underprivileged and low-income high density communities in Delhi. It was carried out through on ground campaigns in crowded spots like community markets, railway stations, night shelters, through community Whatsapp groups and through webinars virtually.

SAHELI SAMANVAY KENDRA INITIATIVE

Partner: Department of Women and Child Development (DWCD), Government of NCT of Delhi

Target Group: Women and girls

Location: South East Delhi - Saheli Samanvay Kendras (SSKs) in Batla House, Okhla Vihar, Johri Farm, Khizrabad, Molarband and Sangam Vihar

Project Period: September 2021 - August 2022

Outreach: 127 Women, 89 Girls from SSK's



In 2021 CEQUIN signed a collaborative MOU with the DWCD, to strengthen Anganwadi clusters under SSK scheme for the socio economic empowerment of women and girls, on a pro bono basis. CEQUIN committed to strengthening six SSKs with a view to building women's awareness and access to digital literacy, increasing fitness levels and health seeking behaviors of girls through participation in sports, and retention in schools, and in supporting the members to play a proactive role in community by tracking and preventing Gender-Based Violence (GBV). By virtue of the strengthened partnership and strong cadres of women and girls, we have continued this project, with a particular focus on reaching out to women and mothers.



Inspiring Girls

“If I am forced to marry at a young age then I will talk to my parents first, if they won’t listen then I’ll go to the Sarpanch. If the Sarpanch also says, ‘what will she do after getting an education’. Then I will call 1098 and if they also don’t support me, I will go to the police to file a report.”

- Nazia, 12 years, Rozka Meo village, Nuh, Haryana



CAPACITY BUILDING OF COACHES



A cadre of 16 coaches, including those with D-license, with premier skills and junior coaches were trained through refresher TOTs on the modules and best practices to restart football on grounds after the pandemic.

ON-BOARDING PARENTS



Regular Parents Meetings were held to build a relationship, address their concerns, share CEQUIN's vision and model of gender equality. We built awareness on girls' nutritional needs and a balanced diet, reinforced the need for outdoor physical exercise and sports, and asked them to observe and track changes.

Many mothers shared that their girls have improved dietary practices, are more motivated to follow a daily routine, and enjoy being outdoors and playing football. They were the most outspoken advocates for their girls' to continue football.

INTEGRATED FOOTBALL & LIFE SKILLS SPORTS CAMPS

Sports camps are a package of 4 life skills in-classroom sessions along with outdoor technical football, followed by a meeting with that community's women's collective. They're held in partnership with local schools and with the Saheli Samanvya Kendra's (SSK) -

Anganwadi Hubs of the Women & Child Development Department, Government of NCT Delhi. This year a total of 800 girls (8-12 years) participated in over 10 Sports Camps of four days each. These camps are the building blocks to kick off the learning and leadership journey with girls.



REINFORCING LEARNING THROUGH CONTINUOUS ENGAGEMENT (CE) SESSIONS



Held biweekly, each 2 hour session consists of 1.5 hours of football practice + 30 minutes of life skills revision. These were critical to ensure that concepts and technical football skills got translated at the level of knowledge, attitude and behaviour. Out of this cohort, football teams were formed, a captain, team manager and a coach were assigned to each for regular training.

ENGENDERING PUBLIC SPACES - FOOTBALL COACHING FOR GIRLS IN LOCAL PARKS & PLAYGROUNDS



Our Football Girls have registered their presence in 4 Public parks of Jamia Nagar - Ghaffar Manzil Children’s Park, Canal Colony, Ashoka and Haji Colony known as Bahapur ground, and 1 park in Seemapuri A block, Delhi. We have a total of 8 teams across Delhi. Initially there was resistance from the RWAs and from local men and boys, but now the visual of CEQUIN girls playing football in their gear has become the ‘new normal’ here. In Nuh, Haryana - football practice takes place in the local government schools in villages Ghaseda and Rozkameo. This year, over 700 girls have been regularly playing football with us. When girls occupy and take ownership of public spaces via outdoor games, they shatter many stereotypes. It’s been our privilege to nurture their leadership - so that they become confident to step out from their homes and classrooms, show up on the playground everyday, and reclaim public spaces, despite disapproval from their male counterparts.

CREATING SUSTAINABLE, INCLUSIVE, GREEN SPACES - ADOPTION OF PUBLIC PARKS



In Seemapuri, during the Safety Audits done by the women & girls, 12 Public Parks were identified as the

most unsafe spaces in their community. As a pilot, based on a Public-Private-Partnership (PPP) model - we adopted one park - Block A Seemapuri, signing an MOU with the East Delhi Municipal Corporation (EDMC). The development included - leveling of the ground, grassing, irrigation, repairing broken cement grills, fencing boundary walls with barbed wires, installation of gates, whitewash & graffiti with messaging outside the park, with additional support from UN Women to set up 13 CCTVs around the park to monitor safety.

AMPLIFYING GIRLS’ LEADERSHIP AT NATIONAL FORUMS - GOALS FOR GIRLS



Ten footballers and two coaches from CEQUIN participated in the virtual G4G ‘Global Digital Leadership Summit’ and their residential Leadership Summit, in Goa, with girls from 15 other grassroots organizations in India. The summit had sessions, activities and matches that built their technical skills, workshops for coaches. It was an opportunity for them to expand their social networks and be part of a larger network of female football players. The group watched the FIFA U-17 Women’s World Cup Semi-final match between Spain and Germany together.

WE ARE THE CHANGE PROJECT WITH G4G - GENDER AT HOME

Thirty girls were part of the fellowship, and implemented a short action at home project. The CEQUIN cohort built awareness on gender discrimination at home and how it affects young women and female footballers in the community. They also voiced their love for the sport and how they miss



playing because of these discriminatory attitudes. They conducted a Gender Audit of their communities and inspected 6 grounds in the Jamia Nagar, Delhi, on accessibility, usage and condition.

CAPACITATING PEER EDUCATORS IN NUH, HARYANA



We capacitated a small cadre of six peer educators, elder girls in Ghaseda village who have been instrumental in the enrolment drives, surveying homes, collecting data, engaging with families, teaching at mohalla paathshalas - and numerous other spaces in the program. This year they also took to the stage in front of the whole community to advocate for girls' rights and ending gender based violence.

NURTURING GIRLS' TALENT FOR FOOTBALL - EXPOSURES AND COMPETITIVE PARTICIPATION



This year over 888 girls (8 to 19 years) expanded their networks and participated in various events, friendly matches, clubs, leagues and tournaments, appearing in state and national trials (Delhi State Under 16 Girls team, Under 17 Girls team, Under 19 Girls team and Senior Girls team).

FOOTBALL KITS FOR GIRLS

Jersey & shorts, Studs, Socks, Shinguard, Water bottles, Masks, Cap and a Duffle bag, gloves & knee pads for goalies, footballs, cones, markers & hurdles for the practice sessions and to improve their playing skills.



EXHIBITION AND FRIENDLY MATCHES



Exposures which are non-competitive, are extremely critical in preparing our players for professional matches, building their confidence, testing their ability as a team player and in improving their tactical and technical skills. A total of 5 matches have been conducted during this period with the match format of 9 vs 9, 7 vs 7, and 5 vs 5.

- CEQUIN Vs. The Art of Sports, St. Mary School, Safdarjung Enclave
- Friendly Match Ghaffar Manzil Vs. Haji Colony.

LEAGUES AND TOURNAMENTS

CEQUIN players participated in a total of seven leagues and tournaments

- Freedom to Play, Under -15 Tournament by Shikhar Dhawan Foundation – Four CEQUIN Teams, 4th place
- Football Delhi Women's League, 2022-2023 – 24 clubs, 25 CEQUIN girls in different clubs & matches
- Delhi Women's Premier League, 2022-23 – 19 teams, winning team qualified for IWL
- Seemapuri Grassroots League, 2022-23 supported by Laureus – 200+ CEQUIN girls participated
- Futsal Tournament, Shamli, Saharanpur – 15 teams, 16 CEQUIN girls - Two teams
- Delhi Cup Soccer League, 2023 – CEQUIN Senior Girls in the Girls Open Category, Mala- Head Coach

CEQUIN awarded the 'Most Valuable Player of the Tournament' by Smt Kiran Bedi

- Women's Day Cup, March 2023 by Football Delhi – CEQUIN Senior Girls, Chief Guest Minister of Sports and Youth, GOI, Sri Anurag Thakur.

- Punjab Heroes FC Trials – Namrata, Somi, Sangeeta Das, Mamta, Fatima & Mansi Bhardwaj selected.
- Jaguar FC Trials – Aliya, Shaziya & Dayavati selected.
- HANS FC Trials – Anjali Saini selected as a team manager & Sabia Kamal as a player.

SELECTION TRIALS - FOR CLUBS, ACADEMIES, STATE AND NATIONAL TEAMS

- **U-17 Club Trials for Clubs.** CEQUIN girls selected in Royal Rangers - Ashu Kumar & Samreen, Gharwal FC - Chaya & Mantasha, Shekicks FA - Vishakha, Khusboo & Sunita. Three girls were also selected for the Khelo India 2022-23 U-17 Delhi League.
- **Academy & Club Trials** by She Kicks FA run by Aditi Chauhan, 30 CEQUIN girls, seven selected for sponsorships; professional training under qualified coaches (Sunita, Sana, Durga, Vishakha, Khushboo, Jyoti & Anteema).
- **Women's Senior Division & Delhi League.** Four CEQUIN Girls selected in clubs, Royal Ranger FC - Rani, Mala, Ashu & Sangeeta Soni, who will play in the upcoming Women's Senior Division Delhi League.

EVENTS AND TRAININGS - FOR CAPACITY BUILDING AND EXPOSURE

- FIFA Ticketing Launch Event by AIFF for the U-17 FIFA World Cup in India 2022. 50 CEQUIN girls.
- Women in Sports Conference at IIMC, by Centre for Social Research & National Commission for Women (NCW) – 25 CEQUIN girls and CEQUIN Director Lora K. Prabhu as a panelist.
- Fit for Life Funshop Workshop by UNESCO & Pro Sport Development for Coaches and Youth Facilitators – 4 CEQUIN members attended.
- Art of Sports, Athletics Assessment Drill Camp & Matches for U-10 Girls.
- Facilitated D License certification with AIFF for seven coaches as a run up to the FIFA U17 Women's World Cup.



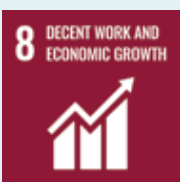
Building Women's Leadership

12,828
Women
Empowered



“When I got married and came to my husband’s home, I was subjected to a lot of physical and psychological violence. Being young, I couldn’t understand what was happening, or what I did to deserve this treatment. But today, I’m able to connect all those events to my own understanding of violence. My husband drops me off at meetings, and is very supportive. I brought my daughter to CEQUIN’s programs because I want her to become more aware of her rights, I don’t want her to go through all that I have endured as a young woman.”

~ Meena Devi, Women’s Collective Member, Molarband, Delhi



When women come together, they're able to create empathy, pool resources, find common ground and use their collective strength to tackle deep-rooted historical injustices based on caste, gender and religion in their own families and the community at large. CEQUIN's Women collectives and Mahila Panchayats have been instrumental in addressing gender based violence and discrimination in their communities, and in building a supportive environment for the girls and boys in their community to flourish.

FORMATION OF WOMEN'S COLLECTIVES



The purpose of engaging women is to build their own capacities to navigate gender based inequalities, as well as enable them to play an active role in building a supportive environment for girls and boys in their homes and community, to thrive. While some of our collective members had daughters in the program, others were sisters, grandmothers and neighbours even.

{ 11 collectives supported in Nuh and Delhi, engaging 324 women }

COLLECTIVE TRAININGS

Collective Trainings were conducted on various issues



such as sex & gender, gender based violence, health, education, leadership, livelihood, age and consent for marriage, human rights, fundamental constitutional rights, critical laws and policies impacting women and girls including legal remedies (like The Protection of Women from Domestic Violence Act 2005 and Inheritance Law). The experiential curriculum enabled them to identify these issues in their homes and identify the steps to take a stand to actively transform these unequal gender dynamics.

REGULAR MEETINGS TO TAKE OWNERSHIP AND ADDRESS CRITICAL ISSUES



The collectives regularly discussed ways in which they could support their girls (and boys), and enable them to thrive. Especially how to support their daughter to access public parks, a nutritional diet as guided by our coaches and team, address domestic violence and their own collective strength.

Through follow ups, these areas were reiterated as critical junctures where women can play a vital role, and overcome cultural barriers to break the vicious circle of structural violence.

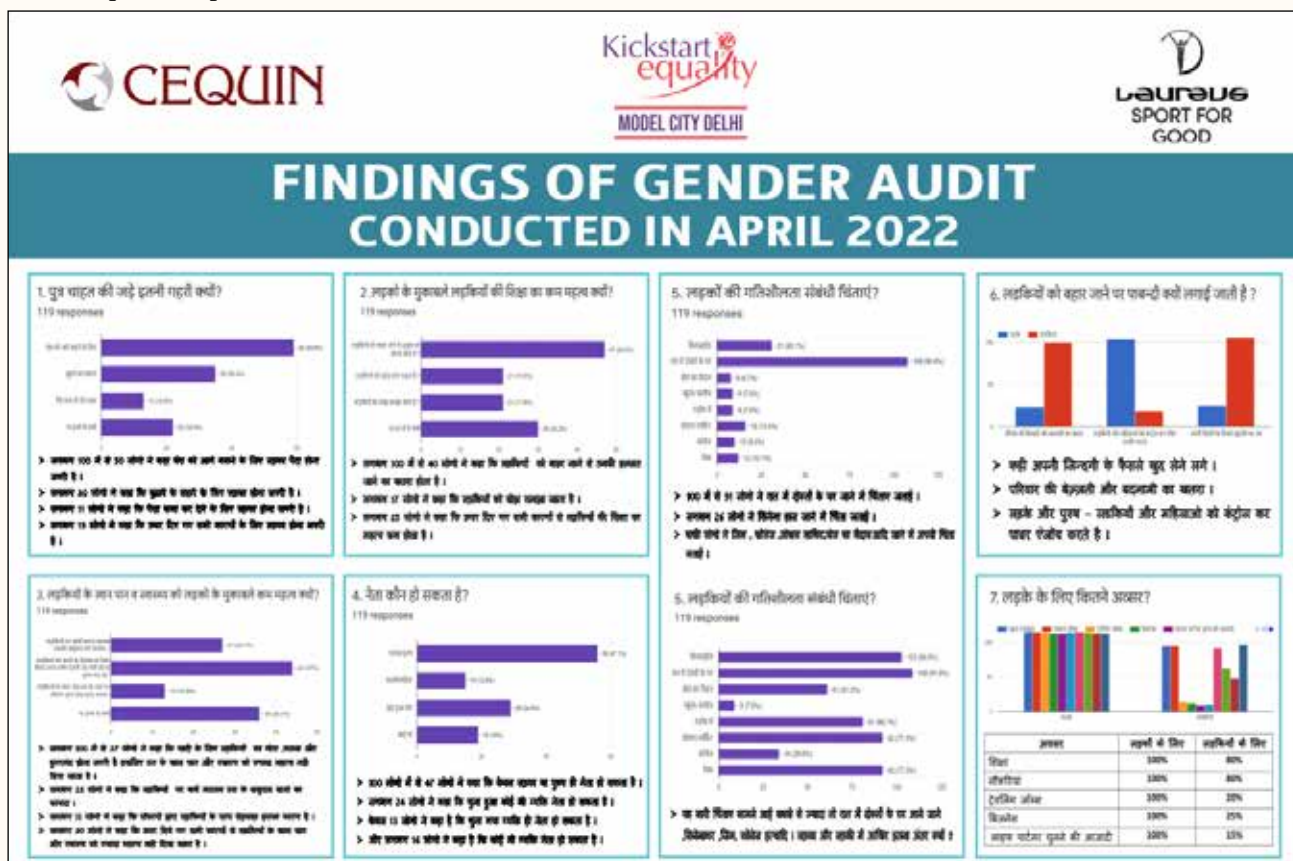


TAKING ACTION - SAFETY AUDITS

At Seemapuri, mothers and young girls congregated in a public park to identify the challenges around safety, identify the ‘dark spots’ in the locality where they felt more unsafe and the steps required towards ensuring safety for women and girls in the community. Audits are critical spaces where girls and women start to take ownership of public spaces and emerge as outspoken, fearless advocates raising the message of gender inequality and access.



Unsafe spaces identified by girls & women: Public Park, School, Deserted Streets, Community Toilets, Doctors’ Clinics, Liquor Shops, and Local Market.



SPEAKING UP AGAINST VAWG - NARI KI CHAUPAL

In Seemapuri, 12 Community Chaupals were organised at various local community parks with stakeholders, where the findings of the Safety Audit were displayed and open dialogue was facilitated on discriminatory practises like child sexual abuse, rape, toxic masculinity, molestation, restrictions on women’s mobility, early marriage, community policing etc. and a way forward worked out. With these meetings happening in the public open spaces, it sent a clear message that women and girls were claiming their rights to public parks and showing their collective strength.



MAHILA PANCHAYAT - STRENGTHENING GENDER JUSTICE

CEQUIN has been training and supporting 8 Mahila Panchayats, autonomous collectives in South east Delhi - to address cases of domestic and structural violence in their community, in family counselling, knowledge of gender laws, in dispute resolutions and in referring cases to the local police, DALSA and availing free legal aid services. This year in Delhi we facilitated resolutions for 182 cases at our Help Desk in Jamia Nagar.

Engaging Men and Boys

689 Men
& Boys
Engaged



मर्दों वाली
बात

“If I have the right to go out and play, my sister should have the same right - shouldn't she?”

~ Rahul, 11 years, Shaheen Bagh, Delhi



We want to create a new generation of gender sensitive boys who are self aware, and are able to co-create various masculinities and lend solidarity to creating a gender sensitive local environment.

MARDON WALI BAAT BOOT CAMPS



This year 689 boys in Delhi, Nuh and Alwar participated in 9 boot camps. These 2 day camps focussed on gender sensitization and leadership development. They

were designed to deepen their understanding of what constitutes masculinity, power inequalities, gender discrimination, leadership, violence against women and girls, patriarchy, including specific local issues like early, forced and child marriage & dowry.

CONTINUOUS ENGAGEMENT (CE) SESSIONS

In order to reinforce concepts and learnings, and build a 'real world connect' to the issues, 31 bi-weekly CE sessions were carried out with boys in Delhi, Alwar and Nuh. They were able to apply concepts to real life examples from their homes, understand the challenges faced by their sisters and mothers, the cost of patriarchy for themselves and redefine the kind of 'men' and 'boys' they wish to be.



FORMATION OF AGENTS OF CHANGE (AOC) - LEADERSHIP CLUBS



As the year went by, we developed a process of engaging with the AOCs regularly. The experiential learning methodology helped them internalize their learning so that they become capable and equipped to break gender stereotypes, challenge toxic masculinity and take leadership in their schools, communities, and family as socially responsible citizens.

With over eight clubs, through regular meetings we started planning various advocacy initiatives with them at the community level, like the Road Show, Gender Audits and the Youth Summit. Fifteen Boys and AOCs from the Leadership Club in Sare Kalan village, Alwar ran campaigns to explain the issue of toxic masculinity from wall magazines to other men and boys in the village.

GENDER AUDIT LED BY 6 BOYS GROUPS IN SEEMAPURI, DELHI

AOC's from Seemapuri led the audit across different blocks - Block A, Block B, Block C, Tahirpur, and DDA Quarter. Their aim was to identify the local community's perception of gender normative practices - like son preference, discrimination in education, mobility, health and nutrition, perception of leadership capacities between the two genders.



YOUTH SUMMIT LED BY AOCs IN SEEMAPURI, DELHI



A Youth Summit was organised at the DUSIB Community Centre, with 60 adolescent boys, to encourage them to be allies in making a Safe & Equal Seemapuri. They shared their leadership journeys, including findings from the Gender Audits conducted by them. Many MCD Coalition partners like Slum Soccer, Pardarshita and their cadres, also attended the event.

WORLD AIDS DAY WITH AOCs IN ALWAR, RAJASTHAN



To raise awareness about HIV and AIDS—its causes and prevention—CEQUIN conducted a workshop with older boys and AOCs in Guwalda village. They shared how most men in their village are drivers, and are more likely to be susceptible to the disease. The boys vowed to spread awareness on AIDS in their community, particularly with men and how they can keep their wives and families safe from this disease.



“हमें कैसे समाज में जीना है, उसकी शुरुआत हम से ही होगी।”
—सरफराज़, ओखला कम्युनिटी सेंटर

COMMUNITY MOBILIZATION AND SCHOOL ENROLLMENT DRIVES

Since the post pandemic recovery had been slow, in order to identify and enroll ‘out of school children’, we partnered with the Delhi government run SSKs and schools of Nuh, with the support of the District administration. We initiated large scale public announcements, door to door visits, household surveys and community meetings at street corners where people gathered, and built relationships with stakeholders. Since most children were first generation learners, we hand-held families throughout the process, from checking and finalizing their admission documents, connecting them to banks and community centers, accompanying them to school to ensure that the teachers

incharge generate the the School Registration (SR) number, to ensure the admission of their child in this academic year.

RETAINING ADOLESCENTS IN EDUCATION THROUGH MOHALLA PAATHSHALAS

With the support of Peer Educators (PEs), we continued to facilitate remedial classes in the Ghaseda village community of Nuh, Haryana to prevent dropouts, bridge the digital literacy gap and build grade readiness, with a focus on Hindi and Mathematics. PEs mobilized children, convinced their parents and after assessing their aptitude and prior knowledge, taught them relevant topics. Our classes complemented the local schools, and to ensure continuity we also handed



Total out of School children identified **974**
No. of Enrollments done **628**
No. Girls enrolled (7 to 14 years of age) **305**

over the 'ASER' assessments of children to the SMCs in schools.

HELP DESKS



Help desks were set up across Delhi & Haryana CEQUIN field centres, to generate awareness on government schemes and to support families in the school enrollment process, reaching out to over 15,000 people.

COMMUNITY AND PUBLIC MEETINGS

Regular Community and Public Meetings were held in clusters with women and mothers, parents and other members about admission of out of school children, and onboarding them in our mission of empowering adolescent girls and women in the community, addressing issues like safety, health, girls right to play football in public parks and playgrounds, gender based violence.



COVID AWARENESS CAMPAIGN

Designed as an outreach campaign, extensive communication materials like posters, videos were created and disseminated through digital media platforms and through 30 community WhatsApp groups. Virtual campaigns and webinars were held with medical experts who engaged participants to dispel myths about the Covid-19 vaccine and bring to light the challenges faced by frontline workers. In person community meetings were held with community volunteers, local leaders and stakeholders and large scale poster campaigns were held across 4 communities in Delhi at bus depots, market hubs and railway stations. **Sixteen communication tools were developed and shared 5,184 times in WhatsApp groups. On-ground Outreach 67,850. Virtual outreach 55,997.**



PUBLIC HEARINGS OR JAN SUNWAI IN SEEMAPURI

To share the findings from the Safety Audits, a public hearing and interface was organized between the local community and Police officials, including the SHO



(Station House Officer) and DCP (Deputy Commissioner of Police) of Shahdara district.

ROAD SHOWS

A week long campaign was organized in Seemapuri, led by boys and AOC's, highlighting the 12 'dark spots' in the community and to address safety of girls and women and promote gender equality. It saw innovative tools like Wall Magazines, slogans, Flash mob, Street Plays, Public Meetings and Safety Walks.

OTHER ACTIVITIES

- **World Environment Day** was celebrated with Seemapuri community to build Active Citizenship Plantation drive with team members, football girls, agents of change boys, mothers, the local community members, SHO of Seemapuri, MCD and Laureus.
- **International Day Against Drug Abuse** A week long virtual campaign with massive outreach, a WhatsApp group in Seemapuri to spread awareness, with three coalition members MCD & Laureus.
- **International Women's Day** Walkathon with CSR India & CEQUIN Collective Members.



16 Days of Activism Against Gender Based Violence - Intersectional Feminism

We ran a 16 days on ground and online campaign across Delhi, Nuh and Alwar, to build awareness on the human rights of women and girls to live a life of dignity, free of violence.

DAY 1 25th November, International Day for the Elimination of Violence against Women & Girls, Ashoka Public Park, Delhi: Kickstarted with women from the community including domestic helpers, construction workers, working women, home makers, disabled women, sports girls, religious community members, survivors of abuse, RWA members. The group discussed how to address GBV and VAWG at home, and what role institutions like RWAs, Police, and community groups play to prevent the same.

DAY 2 26th November, National Anti-Dowry Day, Ghaseda village, Nuh, Haryana: 17 Stakeholders including Asha workers, Anganwadi women, and Sarpanch came together to discuss how the practise of Dowry impacts lives of women & their families in the Mewati community and pledged to end the same.

DAY 3 27th November, Noor Nagar, Delhi: Women's meeting on Intersectional identities & Gender

DAY 4 28th November, 'Women's Safety', Jamia Nagar Delhi: Open dialogue with adolescent & youth boys and girls, AOCs on identifying unsafe spaces like TTI road, cabs and metro stations, outside of school/colleges, parks, marketplaces, smoking spots including tea stalls, deserted streets and so on, and solutions and paths to create safe spaces in the community.

DAY 5 29th November, Ghaseda village, Mewat, Haryana: A dialogue with Women Agrarian laborers & farmers on their living conditions - from the harsh realities & their struggles, to farming being led by women. Women work full time through the whole year, but get little or no compensation for it. The wages they get in the form of grains they use for feeding their family and if the wages are paid in cash, they use it to run the household. They have no control over their income from agriculture.

DAY 6 30th November, South Asian Women's Day: Commemorated online to raise awareness on challenges faced by women footballers and to celebrate their lives. Our coach, Sangeeta Soni said, "Why is football still seen as a game for boys and why can't girls be given the freedom to play or wear football gears?". Teena Mahour asked, "Why do most girls in India still have no right to choose their profession or partners?"



DAY 7 1st December, World AIDS Day, Delhi & Rajasthan: Parallel sessions were conducted to raise awareness about HIV and AIDS with boys, who vowed to build awareness with the people in their village.

DAY 8 2nd December, Intersectionality & Gender: Online dialogue with Mewati women.

DAY 9 3rd December, International Day of Persons with Disabilities, Virtual. Gazala, a differently abled widow from Jamia Nagar, with deformity in both feet, completed her Vocational Training course in Beauty Culture from CEQUIN in 2013. She has worked at 'Lakme Salon' and her story was covered by *Femina* magazine in 2017. Currently, she is working at 'Geetanjali Salon' and is the sole bread earner in her family.

DAY 10 5th December, International Volunteers Day: Online dialogue.

DAY 13 7th December, Stop Rape, Virtual: Rape is the fourth most common crime against women in India. According to the 2021 annual report of the National Crime Records Bureau (NCRB), 31,677 rape cases were registered across India (on an average of 86 cases daily).

DAY 14 8th December, Mobility & Access, Virtual: Short film on "Mobility and Access through Football for Girls" showcasing the harassment faced by women & girls in public spaces.

DAY 15 9th December, Reaching out 'DALSA', Delhi: Participated in a conference on legal redressal of domestic violence, rape, bodily harm, by Jagori and legal experts.

DAY 16 10th December, Human Rights Day, Delhi: To commemorate HRD, organized FGDs with students of Anglo Arabic School on educational status of women & girls in Old Delhi. Education levels in both boys and girls are low, and the burden of earning early is more on boys who remain engaged as small workers in local markets. If girls study, they do it in private because of purdah, arranged marriage practices.

International Women's Day, सपना बराबरी का, Rozkameo village, Nuh, Haryana



CEQUIN celebrated International Women's Day 2023 with our community members, partners and funders, local stakeholders, girls, boys and women to felicitate inspiring young women & men of Mewat and their stories of community leadership in building a gender equitable society.

Engaging critical stakeholders across sectors

Like Funders, CSO, Government, Teachers, who are critical to our mission of empowering adolescent girls and women in Mewat, including - Roop Director Mr. Gaurav Jain, the District Education Officer, Nuh Mr. Mukesh Yadav, Child Protection Officer in the Women and Child Department, Nuh Ms. Hema Kaushik, TAP Foundation CEO Kritika Sangani, Rozka School Principal, along with CEQUIN Chairperson and co-founder Sara Abdullah Pilot and Managing Director and co-founder Lora K Prabhu.



Cultural performances to build confidence in youth and adolescents, while raising awareness

Through interactive games like - the Penalty Shootout, football mock drill by our Senior girls from Delhi, street play on 'Hamara Mewat Kaisa ho' by Seemapuri team to talk about safe communities, song, poetry and dance performances by children and adolescents from Rozkameo and Ghasera on the importance of education and dreams, cultural practises - the community could connect without hesitation and remained engaged.



Huge Media coverage of the program and CEQUIN's efforts

Over 10 local media press outlets were present at the event, and covered the event, CEQUIN's work, interviewed our co-founders, our boys and girls through articles and videos which reached out to over five lakh viewers.



10 print and digital media/press outlets covered the event, reaching out to over 5 lakh viewers

Huge village level community turnout

Participation of the entire staff of the local school, 400 school children, Anganwadi and Asha workers, Sarpanch, and women, men, boys and girls - many of whom were part of our women's collectives and our cadres.



Awareness built on issues around adolescent girls' lives, education, sports, women's leadership, gender equality

Through panel discussions like 'Women in Leadership Breaking Barriers' and 'Hain Shiksha se Sashaktikaran'.



Platform for amplifying youth and adolescent's voices and concerns

The group took the stage and shared confidently about issues that affect their lives, and their journeys. Their confidence in being able to address the audience was a testament to the impact of our programs.



Engendering Institutions

Institutional
Outreach
75,947



“Whenever I go on rounds in Seemapuri now, I see many girls in football gear going and confidently playing in the public parks. I feel proud to see the change in my area.”

~ Vinay Yadav, SHO, Police Station Seemapuri

LIAISONING AND BUILDING LINKAGES WITH 40 LOCAL STAKEHOLDERS FROM DELHI, NUH, ALWAR



Elected Representatives like Village Sarpanch & Ward Members, Religious Leaders like Imam of Masjid, Management representatives of Madrasas, Village level Asha Workers and Aanganwadi workers, Banks, Community Service Centres (CSCs), Coaching Centres, and Resident Welfare Associations (RWAs). Regular meetings were held with them to onboard them and inspire them to play a role in building an equitable community, with a focus on girls and women.

ENGENDERING SCHOOLS THROUGH STRENGTHENED RELATIONSHIPS



A strong rapport and relationship was built with school management committees, principals and

teachers of different schools to collaborate with them, aligning with NEP 2021, carrying out camps, supporting enrolment and strengthening overall academic performance and retention of students.

INSTITUTIONAL PARTNERSHIPS

Institutional partnerships with Police Departments (Jamia Nagar & Seemapuri) and Special Police Unit for Women and Children (SPUWAC) in Nankpura, Delhi through regular monthly & quarterly meetings, inviting them to public hearings where our women and boys cadre apprised them of the community challenges, and by consistently building their ownership in making safe communities - through safety and security measures, addressing VAWG, drug abuse, ensuring regular patrolling by beat officers etc.

CULTIVATING STRATEGIC PARTNERSHIPS WITH THE STATE AND DISTRICT GOVERNMENT DEPARTMENTS IN NUH, HARYANA



We engaged with different representatives in the district administration like - the District Elementary Education Officer (DEEO) Nuh and Block Education

officers, who ensured written permission to intervene in schools in Nuh. The Child Protection Officer, WCD, Nuh; the District Commissioner; and the Additional District Commissioner who were keen to understand our work and collaborate. We shared about CEQUIN's mission and working model, including identifying spaces and strategies for collaboration with the DA office to strengthen our work; e.g. holding documentation camps with DC's support to fast track official paperwork (bank, identity cards, school enrolment etc.), reissuing of permission to work in schools and run our football programs with girls. They also joined us in Rozka village to celebrate International Women's Day with the Community.

STRATEGIC PARTNERSHIP WITH THE WCD DELHI NCT

We continued our pro bono partnership with the Saheli Samanvya Kendras for the 2nd year, under the Anganwadi hubs of WCD, Delhi NCT (4 SSKs) to engage women and young girls through our programs on gender sensitization, leadership and sports for development - football.

MOU WITH EDMC HORTICULTURE DEPARTMENT FOR SUSTAINABLE COMMUNITIES



Partnering and signing an MOU with the EDMC Horticulture department for sustainable communities for the adoption and maintenance of the Public park in Block A Seemapuri, Delhi.

PARTNERSHIP WITH SPORTS ASSOCIATIONS

CEQUIN's Partnership with AIFF and Sporting associations, and advocacy efforts through the the NAWF (National Alliance for Women's Football) saw fruition - India hosted the U17 FIFA Women's World Cup in Delhi in December 2022.



CAPACITY BUILDING WORKSHOP ON GENDER & LAW



Capacity building workshops on Gender & Law building awareness on laws related to VAWG, sexual harassment, POSH, highlighting cases of Bhanwari Devi & Vishakha guidelines with youth leaders in MCD Coalition.

COMMUNITY LED MANAGEMENT

CEQUIN has been a core member and participated in the "National Consultation on Community Led Management of Basti's in Delhi" by the Delhi Urban



Shelter Improvement Board (DUSIB) & Indo Global Social Service Society (IGSSS)

Workshops on "Right to Abortion" & the PWDVA (Prevention of Domestic Violence Act) with Senior Advocate Vrinda Grover & Jagori.



SNAPSHOTS



Book launch “Home Based Workers of Delhi: Combating Invisibility and Recognizing Contributions”, Delhi organized by SEWA, Delhi & Women in Informal Employment: Globalizing and Organizing (WIEGO)

Stakeholders Meeting on Building Online Safety of women, CSR India



CEQUIN has been part of the ‘**Aman Global Voices for Peace in Homes**’ Network with 30+ other feminist grassroots CBOs - established to curb domestic violence in India and to work toward the implementation of the Protection of Women from Domestic Violence Act, 2005 (PWDVA)



Decade of POCSO partners meet, Prayas India



Partners Meeting on Forced Marriage and Honour Crimes



With ICRW on their Launch of GEMS for Boys Research program

Funder Interaction with Global Fund for Children, TAP India with Mewat team and Peer Educators

INSPIRING ACCOUNTABILITY



CEQUIN has been part of the group of CSOs engaging with the Special Police Unit for Women And Children (SPUWAC) the Delhi Police, on issues of violence against girls and women since 2009. In 2022, some of the issues raised were :

- PCR is inactive, delay in FIR registration in cases of domestic violence,
- Dropping of monthly meetings, monthly changing of beat officers - Hence, it’s difficult for the NGO to know who’s leading whenever any new case comes up without regular interaction with them.
- CEQUIN had presented two cases earlier to which there have been no responses from the police, nor was the complaint or case registered by the latter.
- Bottleneck of pending legal community cases, which reduce only by a meagre 1% if and when organizations back them.
- Not supporting the fieldwork done by NGOs

The police duly noted down all the concerns and asked CEQUIN to present the FIR copies so that they can start working on it. They were supportive and patiently listened to all the issues that were raised.

Apr

Nari ki Chaupals with 200+ women

June

Seemapuri Grassroots League with 300 + girls

Aug

CEQUIN Staff & 90 girls participate in the LOC kickoff event for FIFA U17 Women's World Cup, India 2022

Aug

CEQUIN Advisory Board Meeting @ Delhi Head Office (Members Rahul Bose, Shubhanshu Singh, Farah Naqvi, Mimi Choudhury, Nidhi Jalan, Rukmini Sen and co-founders Sara Abdullah Pilot and Lora K. Prabhu)

Aug

CEQUIN Project Coordinator, Sameem Ahmed, part of a year-long Gender Leadership Programme (GLP) by Girls Not Brides & Oxfam GB @ Goa, with 30+ feminist organizations

Aug

Launch of CEQUIN Impact Study by Niiti - 'New Seemapuri 2022- Freedom Through Football'

Sept

Lora K. Prabhu @ Build Together 2022 - Gender & Masculinities Convention, Mumbai by Rohini Nilekani Philanthropies

Nov

Lora K. Prabhu @ Multi Stakeholder Workshop on 'What Works to Prevent Violence Against Women in India', by UN Women

Dec

Children's Day Celebration in Jamia Nagar, Delhi

Dec

Lora K. Prabhu @ Roundtable CBGA (Centre for Budget and Governance Accountability) & UN Women Roundtable on Gender Equality, 2022

Dec

Lora K. Prabhu and 25 Women Coaches- Players, speak on bridging the educational divide for girl athletes in society @ 'Seminar on Women in Sports', by Centre for Social Research (CSR India) & National Commission for Women (NCW) at IIMC, Delhi,

Jan

Republic Day Celebration in Delhi & Mewat with youth and adolescents

Feb

Mala Kumari, CEQUIN Head coach & Asst Project officer awarded the 'Most Valuable Player of the Tournament', felicitated by Smt Kiran Bedi @ the Delhi Soccer League, by Delhi Soccer Association

Feb

Lora K. Prabhu @ C20 Women's Safety & Gender Inequality - Online Policy Dialogue

Feb

Mala Kumari, CEQUIN @ 'National Consultation: Prioritising Suicide Prevention for Youth in India', Delhi by Mariwala Health Initiative

ADVISORY BOARD MEETING



CEQUIN Advisory Board Meeting, Delhi, August - With Staff and members Rahul Bose, Shubhanshu Singh, Farah Naqvi, Mimi Choudhury, Nidhi Jalan, Rukmini Sen and co-founders Sara Abdullah Pilot & Lora K. Prabhu

GENDER LEADERSHIP PROGRAMME

CEQUIN Project Coordinator, Sameem Ahmed, part of a year-long Gender Leadership Programme (GLP), by Girls Not Brides and led by Oxfam GB. This was a 5 days residential



workshop in August, Goa where 30 feminist organizations were equipped with gender transformative approaches for their work.

WOMEN IN SPORTS CONFERENCE

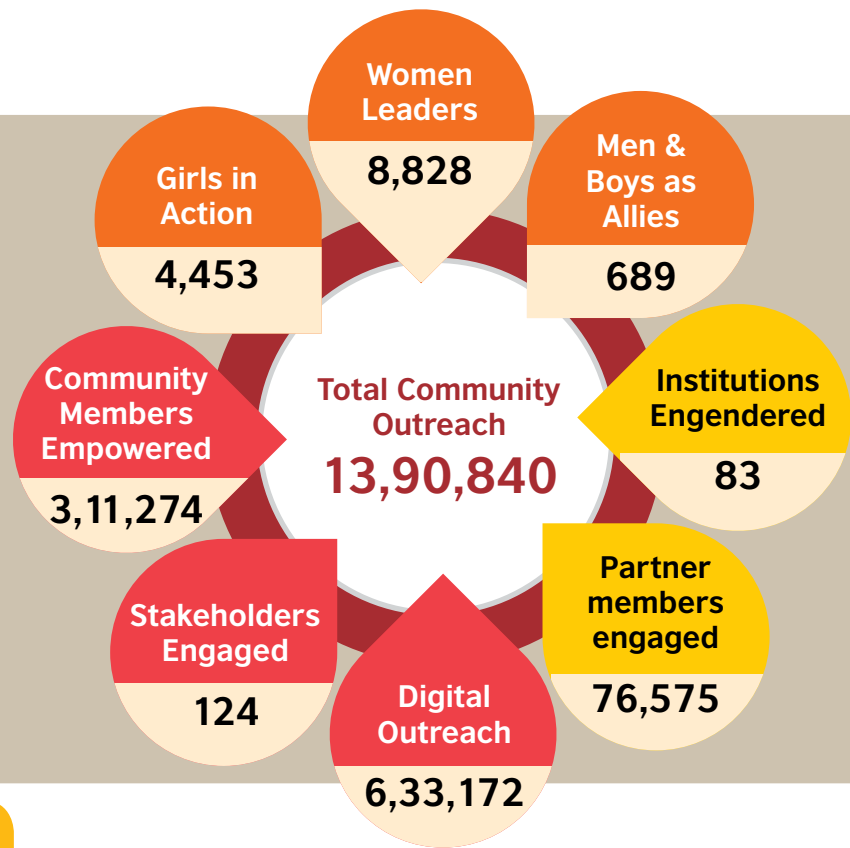


'Women in Sports' by Centre for Social Research (CSR) with support from the National Commission for Women (NCW) at IIMC, New Delhi, 3rd December. Lora K Prabhu from CEQUIN, was invited as a panelist to share on bridging the educational divide for girl athletes in society. Twenty-five CEQUIN football girls and staff also attended.

Impact: Towards Evidence-based Programming

OUR OUTREACH

A snapshot of the stakeholders we have engaged with and influenced over 2022–2023



OUR FOOTPRINTS

CEQUIN'S PRESENCE

- i) Delhi-NCR (Jamia Nagar & Clusters [Ghaffar Manzil, Noor Nagar, Canal Colony, Dhobighat, Okhla Vihar, Haji Colony, Shaheen Bagh], Seemapuri in Shahdara, Old Delhi)
- ii) Haryana – Mewat/Nuh (Ghaseda, Rozkameo, Tapkan, and Rehna villages)
- iii) Rajasthan – Alwar (Guwalda and Sare Kalan villages)

GIRLS PLAYING FOOTBALL ON GROUNDS:

- i) Mewat/Nuh (Ghaseda School & Rozka Middle School); ii) Delhi (Seemapuri A block Park, Ghaffar Manzil, Ashoka Park, Bahapur Ground, SSKs, Canal Colony)

WOMEN'S COLLECTIVES:

- i) Mewat/Nuh (Two in Ghaseda & two in Rozka) ii) Delhi (Two in Seemapuri, Five in Jamia Nagar)

AGENTS OF CHANGE BOYS LEADERSHIP CLUBS:

- i) Mewat/Nuh (Two in Rozka); ii) Delhi (Two in Seemapuri, five in Jamia Nagar); iii) Alwar (Two in Guwalda and one in Sare Kalan)

EDUCATION OUTREACH: Mewat/Nuh (Ghaseda, Rozka, Tapkan, Rehna)



MEAL: MONITORING, EVALUATION, ANALYSIS & LEARNING (MEAL)

Our MEAL processes function at multiple levels to ensure that data is captured effectively, analysis and learning is generated timely and impact is mapped to reflect evidence-based changes.

- 1. Audience Analysis:** Community socio-economic profile and research/baselines to assess needs and reality of local communities.
- 2. Project design:** Contextualizing project design, according to community needs, and finalizing outcomes and logframe based on that.
- 3. Systematic Documentation System:** Regular MIS & documentation process, with individual girl child progress being tracked, reviewed weekly.
- 4. Internal Action Research:** Baseline, midline, endline studies and snapshot surveys /Audits, along with timely focus group discussions and interviews to assess needs and map the retrospective changes.
- 5. Field visits.**
- 6. External Impact studies conducted by M & E experts.**
- 7. Monitoring and Review process:** weekly management team reviews, monthly state leads review, monthly staff meetings.

ENVISIONED AREAS OF IMPROVEMENT FOR GIRLS

1. Education and knowledge	school retention
2. Health and well being	enhanced health seeking behaviours
3. Employability skills	aspirations towards careers
4. Decision making	leadership skills with enhanced confidence
5. Mobility	usage of public spaces
6. Social networks	aspirations and social capital

ENGAGING MEN & BOYS ON MASCULINITIES. A 3-YEAR CYCLE.



Level 1 - Year 1: The Foundational intervention combined with a showcase Agents of Change (AOC)

Level 2 - Year 2: AOC- With a selected group from above, forming leadership clubs, conducting gender audits on concerned issues like Education, Early and child marriage etc in the community, campaigns, public events

Level 3 - Year 3 and more: AOC - Taking action and advocating for change by sharing the findings with stakeholders and community at large. Actively questioning cultural practices and engaging with the community to break patriarchal stereotypes. These AOCs will be enrolled in the group as Alumnis.

CEQUIN's Vision for the Long Term Development of Girls' through Football

Level 1 Girls engaging at Grassroots Football level with regular Kickstart Equality Module, impacting their education, health, aspirations towards careers, mobility, agency etc.

Level 2 Girls in CEQUIN's local football teams participating in monthly friendly matches, tournaments, leagues, trainings, state and national trials, moving towards professionalization, become co-facilitators and role models in program.

Level 3 Girls become certified and accredited as Coaches with premier skills, D & C license, participate in state and national teams, employed as coaches across institutions in the country, start their own organizations, continue to engage as facilitators and professional players.



Resources Developed

Impact Report 2022, New Seemapuri - Freedom through Football by NITI Consulting

TARGET: Girls aged 10-18 years, mothers, peer boys, local stakeholders, trainers.

LOCATION: New Seemapuri, Shahdara, Delhi-NCR.

OBJECTIVES: What is the change in indicators related to health, physical fitness, and nutrition of girls? Is there any improvement in the confidence level and mental health of the girls? Is there any understanding about safety? Has there been an improvement in usage of public places like park, roads (gallis) in the neighbourhood? Has there been any improvement in mobility, especially for girls? What kind of gender sensitivity has been achieved? What kind of community support has been achieved?

METHODOLOGY: Endline-Baseline tools, FGDs, Questionnaires, Direct Observation, Field Validation, Interviews.

Key Findings of the Study:

Physical and Mental Health: Within 6 months of playing football, the waist-to-hip ratio of girls between 11-18 years has improved, with an average of 65% being low-risk during the endline. 60% of the girls can do more than 10 or more push-ups, and 5 or more curl-ups at any given time. 43 out of 60 girls spend more than 14 hours a week exercising and a staggering 100% across all the age groups participate in physical activities for more than 5 hours a week, in spite of adverse temperatures. A noticeable consciousness with regard to nutrition intake -95-97% girls below 13 years ensured proper nutrition and 100% girls in 14 - 18 years ensured inclusion of dairy products in their daily meal. Improvement in confidence levels and mental health with 43 - 57% of the girls below 10 years and in 11-13 years. 75-85% of girls across all age groups show good

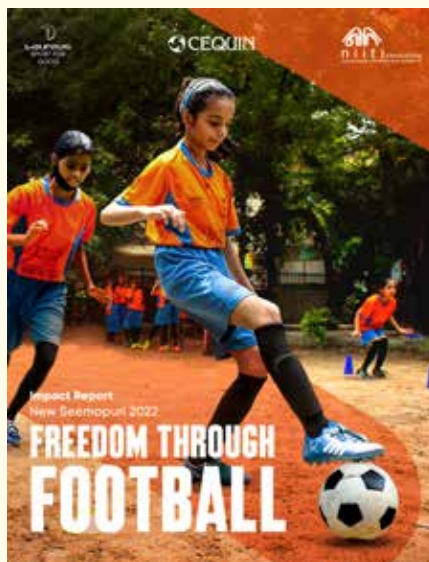
mental health at the end, and for those between 14-18 years, 30% who had reported poor mental health during the baseline - became nil by endline.

Safety and Mobility: The evaluation showed an increase in the number of girls from New Seemapuri who go out for reasons other than school, with only

10-15% of the girls across all age groups not going out. The increased safety in the parks where they play, and their enhanced confidence has also resulted in a higher percentage of girls being allowed to go out in the evening: 100% of girls in the 14-18 age range, and 80% in the below 14 age range. Less than 10% of the mothers think of the park as an unsafe space for their children. A higher number of girls also feel comfortable using public transport (bus, trains, or autos) alone. Further, we found that while initially, as the girls grew older, they found it riskier to go out with friends, this attitude changed, with over 70% of the girls feeling safe to go out with friends now.

Gender Sensitivity and Community Support: CEQUIN's engagement programs with the boys had a tangible impact, having influenced the mindset of the boys in New Seemapuri. Boys under 14 years, who agreed that men should always have the final word about household decisions, changed their mind, with over double now claiming they don't agree with the statement, along with 80% of the boys above 14 years. The study witnessed a

change in the boys' ideas about social responsibility. Initially, 31% boys opined that they enjoyed bullying girls and didn't see anything wrong about it, but by the end this number dropped to 10%. 97% of the mothers are happy to see their daughters being involved with football. This parental support was enhanced by the fact that the parks have been equipped with proper lights & cameras, which have made them much safer for the girls. It was observed that men use the park to play cards, but they leave when the girls come to play football.



Interim Impact Assessment of Kickstart Equality Programme in Mewat, 2023 by Participatory Research in India (PRIA)

TARGET: Girls aged 8-13 years, peer group boys, mothers, school teachers

LOCATION: Villages Rozkameo and Ghaseda, Nuh , Haryana.

OBJECTIVES: Assess the extent of changes among the participating girls in selected change domains and identify the drivers and barriers that enable or disable such changes in individuals, families, and communities. Further, chart out future strategies and pathways to accelerate changes towards the program vision.

METHODOLOGY: FGDs, Survey, Interviews, Observation.

Key Findings of the Study:

1. **86% girls of the girls surveyed preferred going to school and 80% reported being attentive to studies – showing an increased interest in academics, ascribed football and CEQUIN’s engagements.**

“One mother in Rozka mentions how her daughter now denies doing household chores and either studies or plays after school. Others in both villages mentioned how they do not want their daughters to grow up ‘ganwar’ (uneducated) like them and can at least read documents and application forms. They also felt that if their daughter is literate, she would not have to engage in ‘chhote kaam’ (menial work) like cleaning cow dung after marriage.

One mentions how her daughter now wants to spend her entire time in school and does not like Sundays.”

2. **88 % of the girls surveyed reported a liking towards playing football and 56% of the girls fully agreed to have experienced an increase in stamina and strength by playing football.**

“Many girls in Rozka have started exercising, stretching, and running daily as suggested by coaches from the CEQUIN. Girls feel that their bodies are not torn from playing now as they are consistent, and their physical endurance has increased. Some mothers mentioned that their daughters stopped having tea in the morning as it made them lethargic. Every girl in Rozka jumps with excitement as soon as they hear the mention of football and illustrates the techniques of blocking, passing, and hitting the ball with chest, feet and head.”

3. **71% girls reported that they are eating healthy & nutritional food at home- a testament to the health trainings and reiteration of a balanced diet.**

4. **59% of the total girls reported either ‘full’ or ‘partial agreement’ on being asked to take the positions of the class monitor and/or team captain and 63% girls reported higher confidence in asking their schoolteachers any doubts.**
5. **46% girls reported going out of their homes to play without fear.**
6. **62% reported being confident and making new friends since they started playing football.**





7. 76% of the girls reported 'full' agreement on having high aspirations.

“All the girls identify with the common professions like doctor, nurse, soldier, teacher, etc. Girls are not yet able to articulate what they aspire to be. Though some girls are very confident about becoming national football players. All the girls we interacted with, loved to study and wanted to be financially independent. They are quite ambitious.”

8. 81% of the girls 'fully' agree on getting encouragement from their mothers to play football.

“Most of the girls feel that discrimination based on gender exists in their society. They feel it is wrong that they and their sisters are engaged in all the household chores while their brothers do not contribute. Girls now take out their dupattas and tie them on their waists before playing. Upon asking what they would play in, in case of a match outside, they unanimously said lower and T-shirt. They mentioned it as a way to express themselves. Boys in both villages felt that girls are better at both studies and sports, yet they end up doing most household chores. Boys believed that if the girls played well, they would bring fame to the village and family. In Ghaseda, girls also mentioned that boys were usually very reluctant to give up

the common ground for girls to play football. The Co-education primary school shares the premises with boys' senior secondary and girls struggle to access the ground as a safe space because of poor management in school. Girls said that now they have learned, and they just come together to beat these boys who trouble them.”



OTHER RESOURCES

Film: *Kickstart Equality for Model City Delhi in Seemapuri*

<https://www.youtube.com/watch?v=Jba8Iy7WH7U>



YouTube Outreach of nearly 5 lakh on IWD 2023 Mewat

<https://youtu.be/jdcG8Mtl1SU>

<https://youtu.be/uvY0AJHiBLU>

<https://youtu.be/k8TYZBgZxNk>

Outreach Creatives to Build Community Awareness on Covid-19 and Barriers to Gender Equality



Reflections from 2022-2023



1. ADDRESSING THE GAPS IN SCHOOL TO WORK TRANSITION FOR GIRLS:

Our evidence and learnings show that while girls are developing high aspirations towards goals and dignified careers; the world around them stands in stark contrast! The women's workforce participation rate is abysmally low and (23% in 2022). In order for girls to be able to join the workforce in the future, we need to build an enabling environment for them to grow and focus on 'access, opportunity and employability'.

2. BALANCING ALLYSHIP AND CO-CREATING MASCULINITY IN OUR APPROACH WITH MEN AND BOYS:

We need to curate engagement with older boys and fathers to address 'gatekeeping' and activate their role in building an enabling environment to improve decision making, mobility and safety of girls. Mixed collectives of boys and girls would also increase camaraderie and responsibility sharing. But addressing masculinity must be an end in itself, and not simply as a means to become allies.

3. LEVERAGING ENTRY POINT WITH SCHOOLS:

Although it has been 2 years since the 'pandemic' has ended, its devastating effects can still be tangibly felt. Using NEP 2021 as an entry point for a holistic model of education and sports for development, we need to leverage schools for faster expansion and scale up since they have an existing platform.

4. COLLABORATIVE STRATEGIES TO SCALE UP: By designing collaborative partnerships and campaigns with District and/ State Government departments, institutional partners, community based organizations, media and funding partners - we will be able to amplify our impact and work in mission mode, engendering entire districts and states through football.

5. ENGENDERING PUBLIC SPACES: A huge impact of our program is the very act of girls coming out of their homes and claiming public spaces like parks and school playgrounds, streets in the community by playing football, conducting community level events - despite all odds. With growing rates of crimes against girls and women, visibilising these public spaces and designing advocacy campaigns around it will be critical.

6. INVESTING IN & UPSKILLING PEER LEADERS, COACHES, ALUMNI: They have been the fulcrum of the program and have enabled countless girls to come onboard and boys to join as allies. Peer learning, cross border relationships and role modeling are extremely powerful methods to build a sustainable community of inspired adolescents and youth. We will strengthen this cadre by designing more intensive leadership journeys, alumni engagement, youth led campaigns, coaches development program - and raise resources for the same.

7. BUILDING TEAM CAPACITIES AND SITUATIONAL LEADERSHIP:

The resilience of our field staff who work in extremely challenging environments- has been awe inspiring. As we scale up, we will strengthen our training program, advocacy efforts and the capacity to form strategic partnerships - to work collaboratively through a systems approach.

8. ENSURING A 360 DEGREE IMPLEMENTATION OF THE KICKSTART EQUALITY MODEL FOR DEEPER IMPACT:

Learning from the success of the Seemapuri intervention, we've been able to test our holistic model and adapt it across different communities - rural and urban. Assessments have reinforced our belief that in a given geographical unit, a community based approach of gender transformation, where different groups (girls, boys, women, men, stakeholders) all equally own and lead change - accelerates the transformation of that community. Each program bucket in the model leverages the other, to augment impact and ensure that change is long lasting and sustainable.

9. COLLECTING GENDER DISAGGREGATED DATA AND CREATING EMPOWERING NARRATIVES:

Build our own capacity to comprehend and locate 'seemingly contradictory' data within its local context. For example - an increase in participants reporting cases of gender based discrimination, need not be an increase in actual cases; but rather could point to an increase in participants' awareness and perception of already existing instances.



Mapping Levels of Leadership in Football based on Players' Skills & Expertise

Since 2011, in the journey of 'Kickstart Equality - Football for Girls' - thousands of girls and young women have entered through our grassroots football program, and have been trained and facilitated towards professional football through their skills and experience. Our Alumni Girls, whose numbers are increasing day by day, provide technical training as coaches and players in schools, academies, clubs, associations and state and national teams across the country.



Testimonials

“I want to make my school & village proud like Sachin Tendulkar. I want to become a player like Mala didi. I love playing football! Initially I used to get very tired with sore muscles, but now my body has adapted. Since we couldn't afford a football, I made one with cloth rags and rounded up all the boys and girls in my neighborhood. Now everyday we play at my house and I teach them how to kick, shoot and run with the ball! I convinced my whole family to start eating black gram as it's good for one's health.”

~ Mantasha, 12 years, KE participant, Ghaseda Village, Nuh-Haryana

“When I saw that the girls in my hamlet started dropping out after primary school, I started talking to their families - convincing them of how important it is for them to study in school. Parents were uncertain, because the school was far away from their homes, and the route was uneven, even through 'unsafe' spots like in between farmlands. But I persuaded them that I would pick and drop them back home. I then accompanied the girls to school and got them enrolled into 6th class. Slowly the girls started traveling on their own and today all of them are continuing with their studies!”

~ Waseem, 18 years, Agent of Change, Guwalda village, Alwar-Rajasthan

“I had recently started playing football with the CEQUIN team in Ghaseera. As a profession, I am yet to choose between a doctor or a football player. My mother wants me to do whatever I desire, study till 12th standard or attend college. She said, 'Ye padhe toh hum jawange iske saath jahan kahegi.' (If she would want to study, I would go with her wherever she would want me to). My mother hasn't seen me play, but everyone tells her that I play really well! She takes pride in her daughter winning awards for various co-curricular activities including dance. She feels that daughters should be educated. 'Mewat ki ladki kuch karegi toh naam hoga ki gareeb ki beti, kuch ki hai.' (If a girl from Mewat belonging to a poor family would achieve something, it will bring fame to us).”

~ Asifa, 14 years, KE participant and her mother, Rozkameo village, Nuh, Haryana

“After these training sessions, my confidence levels have increased and I feel that I have a leadership ability and that I can make my mark in football. A big challenge that I faced was - since our home football ground is at a distance of about 3-4

kilometers, my parents weren't allowing me to travel alone all the way. After many conversations, I was finally able to convince them, and then they started sending me to play football. Today I am the leader and captain of my football team and bring all the children from my community and other areas to the same football ground. It is my responsibility to pick up and drop all the children back to their homes safely. My parents don't stop me from going out anymore and have now given me the freedom to eat, drink and study just like my brother.”

~ Afsha, 14 years, KE participant, Okhla Vihar, Delhi

“Whenever I asked my parents if I could step out, they would say - 'If a Maulana's daughter roams around freely outside, what will everyone think?' Demoralized, I used to feel hesitant to interact with the community due to being confined in the house. One day I found out that my marriage had been fixed. I started working as a PE with CEQUIN, running *mohalla paathshalas*, while studying in 12th grade myself. I started stepping out in the community - went door to door to conduct surveys of drop out children, spoke to many parents about the importance of education for their children, involved the village *Panchayat* members in the challenges faced. Today I feel confident. Today I feel that getting married is not the aim of my life. I want to become self-sufficient.”

~ Irfana, 22 years, Peer Educator, Nuh-Haryana

“सेक्विन से जुड़ी घासेड़ा गांव की लड़कियाँ - पीयरएड्युकेटर्स ने कहा की “मेवात में लड़कियों को डरा धमका के रखा जाता है। उन्हें मौके भी कम दिए जाते हैं और मौका मिलने पर वह पितृसत्ता के कारण मौके का इस्तेमाल नहीं करती। पर्दा भी बहुत बड़ी समस्या है - जहाँ लोगों का मानना है की जब कोई लड़की बहार जाती है तो उसके साथ कोई लड़के या बुर्जुग को उसकी सेपटी के लिए भेजना जरूरी है। साथ साथ यहां औरतों के पास पैसा नहीं होता, और यह सर्षकिकरण में सबसे बड़ी रुकावट है। औरतों और लड़कियों को यहां डिजिटल लाइफ से बहुत दूर रखा गया है - यहां समाज का मानना है की अगर वह मोबाइल इस्तेमाल करेगी तो उसका गलत इस्तेमाल करके हमारी बदनाम करवाएंगी। मगर हम सब ने डिजिटल पैमानों और डिजिटल शिक्षा से अपने जीवन और दूसरी लड़कियों के जीवन में भाई बदलाव पाया है”

FINANCIAL REPORTS

S. SAHOO & CO

CHARTERED ACCOUNTANTS

14, PALAM MARG, VASANT VIHAR, NEW DELHI – 110057

PH. NO. 41090039/26191252, E-MAIL: S.SAHOO.CO@GMAIL.COM, WEBSITE: WWW.SSAHOO.COM

AUDITOR'S REPORT

To,
The Trustees,
Centre for Equity Inclusion - CEQUIN

We have audited the accompanying Financial Statements of the “Centre for Equity Inclusion - CEQUIN” which comprises the Balance sheet as at 31st March 2023, Income & Expenditure Account, Receipt and Payment Account for the year ended, and a summary of significant accounting policies and other explanatory Information.

Management Responsibility

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting standards as prescribed by The Institute of Chartered Accountants of India (ICAI), and for such Internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards of Auditing (ISA) as prescribed by The Institute of Chartered Accountants of India (ICAI) and as per scope of audit mentioned in the Audit Agreement. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstance, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that audit evidence we have obtained is sufficient and appropriate to provide a basis for audit opinion.

Opinion

In our opinion and to the best of our information and according to the explanation given to us, the aforesaid financial statements, given the information required by the applicable laws in the manner so required and give a true and fair view in conformity with the accounting principles generally accepted in India;

In the case of the Balance Sheet of the state of affairs of the “Centre for Equity Inclusion (PAN NO. AABTC623E)” as at March 31st 2023.

In the case of Income and Expenditure Accounts, result of operation for the year ended on that date.

For S. Sahoo & Co.
Chartered Accountants
FRN: 322952E

CA Menka, ACA, FAFD, DISA, LLB
Partner

Place: New Delhi
Date: 20-09-2023

MM No. 552513
UDIN: 23552513BHABYN4973

Centre for Equity and Inclusion - CEQUIN

Registered Office: 174, Munirka Enclave, New Delhi 110067
Head Office: 18, Kotla Lane, Rouse Avenue, ITO, New Delhi 110002

BALANCE SHEET AS AT 31st MARCH 2023

PARTICULARS	SCHEDULE	F.Y 2022-23	F.Y 2021-22
<u>SOURCES OF FUND</u>			
FUND BALANCES			
(a) General Fund	[1]	11,601.12	904,203
(b) Project Fund	[2]	7,652,310.82	-
(c) Asset Fund	[3]	31,114.00	36,605
TOTAL		7,695,025.94	940,808
<u>APPLICATION OF FUND</u>			
I. FIXED ASSETS			
Gross Block	[4]	177,344.00	177,344
Less: Accumulated Depreciation		103,844.00	70,096
Net Block		73,500.00	107,248
II. CURRENT ASSETS & LOANS, ADVANCES:			
Cash & Bank Balance	[5]	7,874,535.52	837,101
TDS Receivable		46,800.00	-
	[A]	7,921,335.52	837,101
Less: CURRENT LIABILITIES & PROVISIONS			
Current Liabilities	[6]	299,809.00	3,540
	[B]	299,809.00	3,540
NET CURRENT ASSETS	[A-B]	7,621,526.52	833,561
TOTAL		7,695,025.94	940,808
	[7]	-	-

The accompanying Schedules form an integral part of these financial statements.
As per our report of even date.

For **S. Sahoo & Co.**
Chartered Accountants
FRN: 322952E

CA **Menka**, ACA, FAFD, DISA, LLB
Partner
MM No. 552513

Place : New Delhi
Date: 20-09-2023

UDIN: 23552513BHABYN4973

For & on Behalf of
Centre for Equity and Inclusion

Ms. Lora K. Prabhu
(Trustee)

Ms. Sara Pilot
(Trustee)

Centre for Equity and Inclusion - CEQUIN

Registered Office: 174, Munirka Enclave, New Delhi 110067
Head Office: 18, Kotla Lane, Rouse Avenue, ITO, New Delhi 110002

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING MARCH 31, 2023

PARTICULARS	F.Y 2022-23	F.Y 2021-22
A. INCOME		
Grant in Aid	13,669,000	2,500,000
Donations	507,680	624,943
CEQUIN Craft Income	63,251	207,078
Training & Workshop Services	18,000	59,000
Income from Community Interface Service	450,000	-
Misc Income	4,091	-
Bank Interest	45,605	20,257
Total (I+II)	14,757,627	3,411,277
B. EXPENDITURE		
RELIEF OF THE POOR		
Project Expenditures	6,170,544	2,346,145
Community Interface Service	448,260	-
COVID Relief Work	-	124,117
Craft- Livelihood Initiatives	33,518	127,029
Renewal Charges for Exemption Certification	-	24,780
Printing and stationary	33,501	3,776
Computer Repairs, Software & Accessories	5,130	4,686
Consultants/ Trainers	-	3,000
Audit Fee	-	14,160
Bank Charges	720	118
Postage & Courier	-	54
Annual Report & Brochures	37,284	-
FCRA Registration	10,193	-
Festive Gifts	19,000	-
Office Upkeep & Maintenance	9,342	-
Governing Body Meetings	57,367	-
Honorarium & Salaries	1,097,625	-
Hospitality	1,189	-
Late ITR filing Charges	10,500	-
Local Conveyance	1,490	-
Training, Workshops & Conferences	6,070	-
Vehicle Maintenance & Insurance	100	-
Website Hosting Charges	27,358	-
Office Expenses	470	-
Depreciation	33,748	53,555
Less: Transferred to asset fund	(5,491)	(6,460)
TOTAL	7,997,918	2,694,960
EXCESS OF INCOME OVER EXPENDITURE	6,759,709	716,317
Transfer Excess of Expenditure Over Income to General Fund	(738,747)	716,317
to Project Fund	7,498,456	-

The accompanying schedules form an integral part of these financial statements.
As per our report of even date.

For **S. Sahoo & Co.**
Chartered Accountants
FRN: 322952E

CA **Menka**, ACA, FAFD, DISA, LLB
Partner
MM No. 552513

Place : New Delhi
Date: 20-09-2023

UDIN: 23552513BHABYN4973

For & on Behalf of
Centre for Equity and Inclusion

Ms. Lora K. Prabhu
(Trustee)

Ms. Sara Pilot
(Trustee)

Centre for Equity and Inclusion - CEQUIN

Registered Office: 174, Munirka Enclave, New Delhi 110067
Head Office: 18, Kotla Lane, Rouse Avenue, ITO, New Delhi 110002

RECEIPT & PAYMENTS ACCOUNT FOR THE PERIOD APRIL 2022 TO MARCH 2023

PARTICULARS	F.Y 2022-23	F.Y 2021-22
RECEIPTS		
Opening Cash & Bank Balance:		
Cash in Hand	13,758	9,134
Cash at Bank	823,343	192,912
Tds Receivable	-	-
Grant in Aid	13,669,000	2,500,000
Donations	507,680	624,943
CEQUIN Craft Income	63,251	207,078
Training & Workshop Services	18,000	59,000
Income from Community Interface Service	450,000	-
Misc Income	4,091	-
Bank Interest	45,605	20,257
Loans and Advances	55,460	3,540
TOTAL	15,650,188	3,616,863
PAYMENTS		
Project Expenditures (Annexure)	5,930,206	2,346,145
Community Interface Service	448,260	-
COVID Relief Work	-	124,117
Craft- Livelihood Initiatives	33,518	127,029
Renewal Charges for Exemption Certification	-	24,780
Printing and stationary	33,501	3,776
Computer Repairs, Software & Accessories	5,130	4,686
Consultants/ Trainers	-	3,000
Audit Fee	-	14,160
Bank Charges	720	118
Postage & Courier	-	54
Annual Report & Brochures	37,284	-
FCRA Registration	10,193	-
Festive Gifts	19,000	-
Office Upkeep & Maintenance	9,342	-
Governing Body Meetings	57,367	-
Honorarium & Salaries	1,097,625	-
Hospitality	1,189	-
Late ITR filing Charges	10,500	-
Local Conveyance	1,490	-
Training, Workshops & Conferences	6,070	-
Vehicle Maintenance & Insurance	100	-
Website Hosting Charges	27,358	-
Office Expenses	-	-
Non Recurring Expenditure	-	117,738
Loans & Advances	-	14,160
Closing Cash & Bank Balance:		
Cash in Hand	18,093	13,758
Cash at Bank	7,856,443	823,343
TDS Receivable	46,800	-
TOTAL	15,650,188	3,616,863

The accompanying schedules form an integral part of these financial statements.
As per our report of even date.

For **S. Sahoo & Co.**
Chartered Accountants
FRN: 322952E

CA **Menka**, ACA, FAFD, DISA, LLB
Partner
MM No. 552513

Place : New Delhi
Date: 20-09-2023

UDIN: 23552513BHABYN4973

For & on Behalf of
Centre for Equity and Inclusion

Ms. Lora K. Prabhu
(Trustee)

Ms. Sara Pilot
(Trustee)

Centre for Equity and Inclusion - CEQUIN
DETAILS OF PROJECTS
PERIOD 01 APRIL 2022 TO 31 MARCH 2023

S. No.	Particulars	Name of the Funder					Total
		Master Chao Kok Sui Trust Fund	TAP India Foundation	Anu Aga Family Discretionary Trust	Azim Premji Foundation	Roop V. K. Jain Foundation	
		1	2	3	4	5	
		INR	INR	INR	INR	INR	RS.
	Opening Balance	153,855	0	0	0	0	153,856
	Receipts	3,000,000	1,000,000	3,500,000	5,169,000	1,000,000	13,669,000
	General Donations	..	..	..	..	..	0
	Excess borne by CEQUIN						
	Total (I)	3,153,855	1,000,000	3,500,000	5,169,000	1,000,000	13,822,855
	Expenditure (Projects)						
1	EMPOWERMENT OF ADOLESCENT GIRL & WOMEN	3,029,387	..	..	..	..	3,029,387
2	NO CHILD OUT OF SCHOOL (NCOS)	..	1,000,000	..	..	..	1,000,000
3	KICKSTART EQUALITY	..	..	1,306,508	..	..	1,306,508
4	KICKSTART EQUALITY: BRIDGING THE GENDER GAP	..	..	..	602,143	..	602,143
5	GENDER EQUALITY THROUGH ADOLESCENT SENSITIZATION AND EMPOWERMENT	..	..	..	..	232,507	232,507
6	Amount due Written Off	..	..	..	..	..	0
	Total (II)	3,029,387	1,000,000	1,306,508	602,143	232,507	6,170,544
	Excess/ (Deficit)	124,468	0	2,193,492	4,566,857	767,493	7,652,311

For Centre for Equity and Inclusion

Place : New Delhi
Date: 20-09-2023

Ms. Lora K. Prabhu
(Trustee)

Ms. Sara Pilot
(Trustee)



Centre for Equity and Inclusion

18, Kotla Lane, Rouse Avenue

ITO, New Delhi 110 002

Phone: +91 4508 7107 / 4367 0317

Email: contact@cequinindia.org

www.cequinindia.org

